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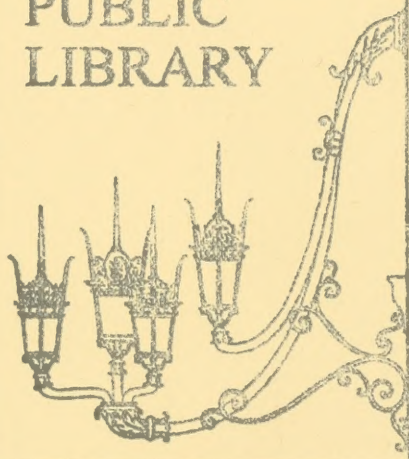






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Commonwealth of Massachusetts.

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THIRTY-EIGHTH ANNUAL REPORT

ON THE

STATISTICS OF LABOR

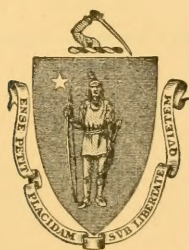
FOR THE YEAR

1907.

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By THE  
CHIEF OF THE BUREAU OF STATISTICS OF LABOR.

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BOSTON:  
WRIGHT & POTTER PRINTING CO., STATE PRINTERS,  
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1908.

APPROVED BY  
THE STATE BOARD OF PUBLICATION.



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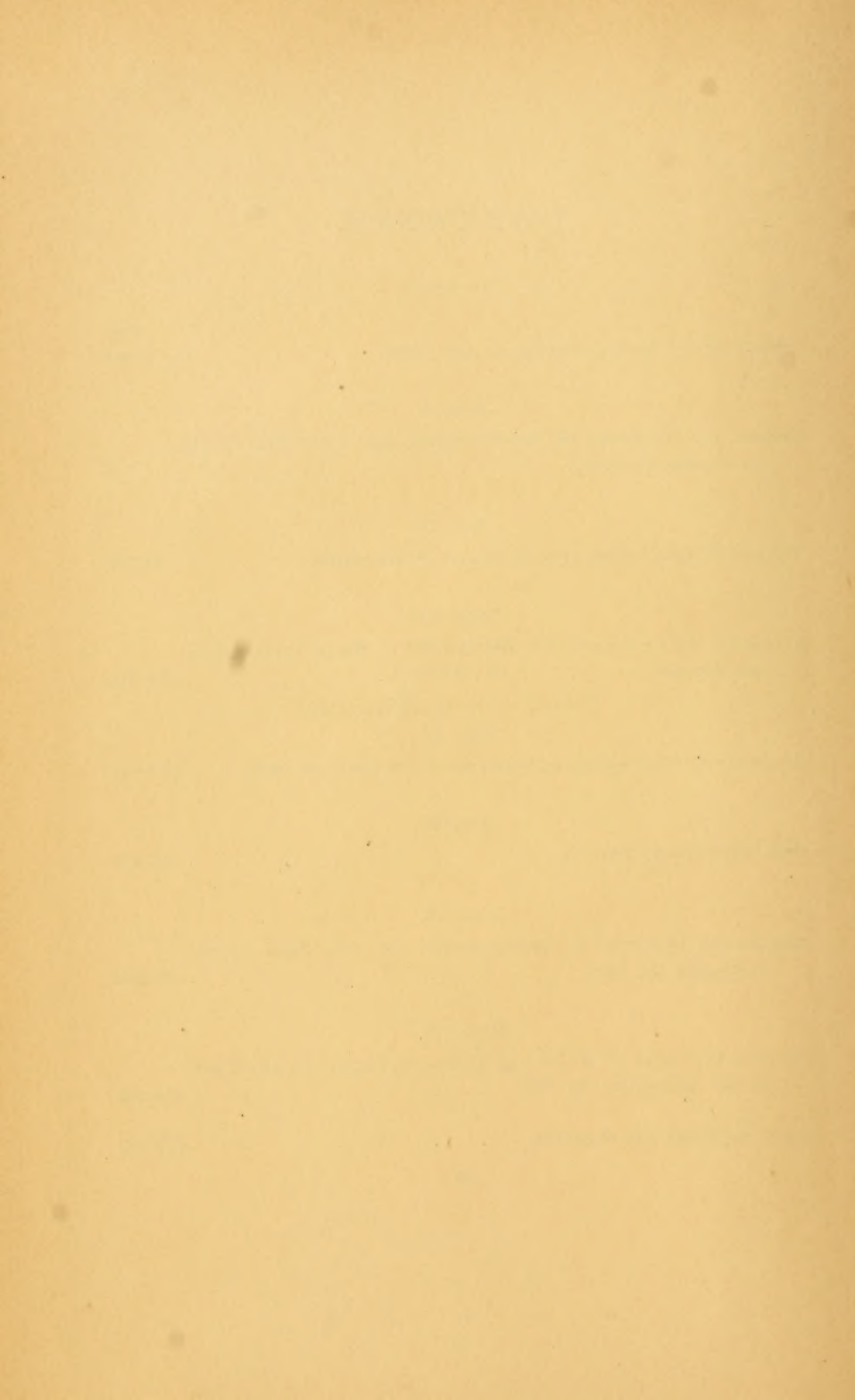
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# INTRODUCTION:

ANNUAL REPORT

OF THE

CHIEF OF THE BUREAU

TO THE

LEGISLATURE.

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## NOTE.

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The pages immediately following (vii-xxv), comprising the "Introduction" of the Thirty-eighth Annual Report of the Bureau of Statistics of Labor, were submitted to the Legislature in January, 1908, together with Parts I, II, III, IV, and V of the report proper which were at that time in print; since then Parts VI and VII have been issued. Since the Introduction was put into type in January, 1908, certain recommendations made therein have been enacted into law. The Annual Statistics of Manufactures and the Annual Report on Free Employment Offices will not, therefore, in the future be embodied in the Annual Report on the Statistics of Labor, but will be issued as separate Public Documents; and provision having also been made for issuing the Comparative Financial Statistics of Cities and Towns as a separate Public Document, the first report on that subject was so issued in September, 1908. The Legislature also provided for the publication of the Decennial Census of 1905 in four volumes, instead of three as originally contemplated; and appropriated \$18,000 for tabulating the social and agricultural statistics referred to on pages xv and xvi, and this work is now in progress. The act requiring the Bureau to make special enumerations of population under certain conditions was repealed in accordance with the recommendation on page xviii. The recommendations for the amendment of the Free Employment Offices legislation suggested on pages xviii-xix were also adopted, as was the recommendation on pages xxiv and xxv providing for a change in the method of making the annual appropriation for the clerical and contingent expenses of the department. In accordance with the legislation of 1908 relative to the publications of the Bureau, the department will hereafter issue as Public Documents four distinct annual reports, *viz.*:

The Annual Report on the Statistics of Labor. Public Document 15.

The Annual Report on the Statistics of Manufactures. Public Document 36.

The Annual Report on the Comparative Financial Statistics of Cities and Towns. Public Document 79.

The Annual Report on the Free Employment Offices. Public Document 80.

In addition to these annual publications, the Labor Bulletin will be issued, as formerly, at stated intervals during the year.

C. F. G.

DECEMBER 1, 1908.

# Commonwealth of Massachusetts.

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BUREAU OF STATISTICS OF LABOR,  
ROOMS 250-258, STATE HOUSE,  
BOSTON, January 1, 1908.

*To the Honorable Senate and House of Representatives:*

I have the honor to submit, in accordance with the provisions of Chapter 107 of the Revised Laws, the Thirty-eighth Annual Report of the Bureau of Statistics of Labor for the year 1907. The establishment of this Bureau was authorized by an act of the Legislature of 1869, and the present Chief of the Bureau is the fifth since its establishment. Henry K. Oliver was appointed the first Chief of the Bureau and took office August 2, 1869. He was succeeded by Carroll D. Wright on June 12, 1873. Colonel Wright served until October 1, 1888, when Horace G. Wadlin assumed the duties of Chief, and Mr. Wadlin was succeeded by Charles F. Pidgin on January 31, 1903. The undersigned was appointed and confirmed as Chief of the Bureau on July 5, 1907, and qualified July 8. No changes have been made by the present Chief in the permanent staff of the Bureau, Mr. Frank H. Drown being retained as Chief Clerk, Mr. William G. Grundy as Second Clerk, and Messrs. Charles Thompson and Charles C. L. Moore as Special Agents.

The primary function of the Bureau, in accordance with the statute creating it, is to collect, assort, arrange, and present in annual reports "statistical details relative to all departments of labor in the Commonwealth, especially in relation to the commercial, industrial, social, educational, and sanitary condition of the laboring classes and to the permanent prosperity of the productive industry of the Commonwealth." The duty thus broadly defined has been supplemented from time to time by the imposition of certain other specific requirements, namely, — the taking of the decennial and special censuses; the gathering and presentation annually of statistics of manufactures; the establishment, under certain conditions, and the administration

of, free employment offices; the gathering of financial statistics of the cities and towns of the Commonwealth and the presentation of the same in comparative form with suitable analyses. The Bureau also publishes regularly a Bulletin embodying information relative to industrial and social conditions; and, both by letter and in response to personal inquiries, a large amount of statistical information bearing upon social and economic questions and relating to subjects within the province of the Bureau, or portraying conditions as they exist in Massachusetts, is being constantly furnished to the public.

The several divisions of the Bureau's field of labor are separately considered below, and numerous amendments deemed desirable to existing laws are indicated. There has been no general compilation of the laws defining the duties of the Bureau since the Revised Laws went into effect in 1902; a revision and codification of the statutes relating to the work of the Bureau would be a great convenience to all interested in it, while the labor involved would be comparatively simple.

#### THE ANNUAL REPORT ON THE STATISTICS OF LABOR.

A considerable portion of the current report was found to be in type when I assumed office, and no changes of importance in its scope as planned by my predecessor have been made, although the arrangement of some of the separate parts was revised, and it was decided to abandon the further publication of that portion of the Annual Report which has been in recent years issued under the title of "Labor and Industrial Chronology." Such information as has been collected for the current year covering the subjects formerly included in that report, and which seems to be of value, is presented in other parts of this Annual Report. It was also deemed advisable to provide for a report on the Free Employment Offices, covering the fiscal year ending November 30, 1907, and this is made a part of the Annual Report of the Bureau. Part I of this report covers the statistics of Strikes and Lockouts in Massachusetts for the year ending September 30, 1906, and is a rearrangement in an improved form of matter which had already been published in the Labor and Industrial Chronology of the previous year. It was in print and nearly ready for distribution when



I came into office. In an endeavor, however, to present the statistics on this subject with as much regard to timeliness as possible, the returns for the year ending September 30, 1907, are also incorporated in this report as Part VI. Part VII consists of the data relative to Changes in Rates of Wages and Hours of Labor, formerly embodied in the Labor and Industrial Chronology. The titles of the other parts of the present report are sufficiently self-explanatory.

The several parts of the Annual Report for 1907, therefore, are as follows:

Part I. — Strikes and Lockouts in Massachusetts during the year ending September 30, 1906.

Part II. — Recent British Legislation Affecting Workmen, embracing the report of the British Commission on Trade Disputes and Combinations, a chronological survey of legislation affecting the legal status of trade unions (1824-1906), the text of the principal acts affecting the status of British trade unions, and the British workmen's compensation act.

Part III. — Industrial Opportunities not yet Utilized in Massachusetts (a second report supplementary to that presented in 1905).

Part IV. — The Annual Statistics of Manufactures. Comparisons for 1905 and 1906.

Part V. — The Free Employment Offices.

Part VI. — Strikes and Lockouts in Massachusetts during the year ending September 30, 1907.

Part VII. — Changes in Rates of Wages and Hours of Labor in Massachusetts during the year ending September 30, 1907.

The financial statistics of cities and towns, as authorized by Chapter 296 of the Acts of 1906, will form Part VIII of this report unless provision be made, as hereinafter suggested, for their publication as a separate public document.

#### THE ANNUAL COMPARATIVE FINANCIAL STATISTICS OF CITIES AND TOWNS.

The Bureau is now engaged in performing a new duty of considerable magnitude imposed upon it by the Legislature in a field of labor quite distinct from its traditional functions and one of great possibilities in the promotion of efficient municipal government. Chapter 296 of the Acts of 1906 provides that:

The auditor or other accounting officer of each city and town in this Commonwealth shall annually furnish to the chief of the bureau of statistics of labor, on blanks provided by him, a return for such city or town containing a summarized statement of all revenues and all expenses for the last fiscal year of that city or town; a detailed statement of all receipts and all disbursements of the last fiscal year, arranged upon uniform schedules prepared by the chief of the bureau of statistics of labor; statements of the income and expense for each public industry maintained or operated by such city or town and of all the costs therefor, expenditures for construction and for maintenance and operation being separately stated; a statement of the public debt of said city or town, showing the purpose for which each item of the debt was created and the provisions made for the payment thereof, and a statement of all current assets and all current liabilities of such city or town at the close of its fiscal year.

The first returns made under this law are now practically all in and their tabulation nearly completed. There has been considerable unavoidable delay in publishing the results, partly due to the unfamiliarity of the cities and towns with the requirements of the law, and partly because, in the course of gathering the data during the first year, experience has suggested certain desirable changes in the original schedule which could not be foreseen; and since the chief value of these statistics will be their comparability, the necessity of adopting at the outset, for the annual presentations, classifications, the permanence of which may be reasonably assured, is obvious. This effort to have the first report conform to a definite plan of presentation to be used uniformly in the future has prolonged somewhat the labor of preparing the copy for the printer. It is therefore to be said in extenuation of the delays in establishing this new work that, while regrettable, they will operate to its ultimate advantage and enhance its value to the public when the results are published.

In many instances town reports were found to be in such condition that it was necessary to call attention to errors which had been made by the local printer or a reporting town officer before the schedule could be properly balanced. These services were, however, generally welcomed, and it is a pleasure to be able to report that the local officials have, as a rule, shown a cordial willingness to comply with the requirements of the law;

and when the purpose of the act has been explained, and the desirability of keeping their accounts in a systematic, business-like, and, so far as possible, uniform manner has been pointed out, they have shown a warm interest in the purpose of the legislation.

The first year's labor of the Bureau in this important field has thus been largely in the nature of missionary work, and this has resulted in arousing a genuine interest throughout the Commonwealth in systematic and comparable methods of municipal accounting. Numerous suggestions could be made for the amendment of the law, which, if promptly and willingly put into effect, would hasten the time when these returns will be more complete, and perhaps more accurately classifiable, than it is now possible to make them. I do not, however, believe it wise to attempt a forcing process in this respect. It seems to me much better that the municipalities should come to see voluntarily, even if in some instances tardily, the great usefulness of this work to themselves rather than to prematurely require them to put into effect methods which would temporarily inconvenience them, and the benefit of which, especially under such circumstances, they might not see in advance.

The city of Cambridge, before this law was passed, had adopted a modern system of classifying its accounts substantially in harmony with the schedules subsequently prepared by this Bureau, and the city of Newburyport has since adopted a system of accounting following suggestions made by the Bureau. New Bedford has likewise voluntarily installed a new municipal accounting system, and the financial officers of several other cities have expressed an apparently sincere desire to do so as soon as certain local conditions will warrant. Some of the larger towns are also already considering the advisability of adopting systems of accounting in harmony with our schedules. With the cause thus growing on its own merits and with the cities and towns appreciating in an increasing degree the inconvenience of attempting to fill out the Bureau's schedules, as required by law, without, in some instances, a radical change in their traditional methods of bookkeeping, it would, in my judgment, be a mistake to attempt any further compulsory legislation at this time.

An incidental change which it is quite important to ultimately

bring about in the interest of complete comparability of municipal statistics is an agreement upon some uniform date for the closing of the fiscal year. At the present time these dates for the cities are scattered through the months of November, December, and January; and in the towns are scattered over the four months of December, January, February, and March. It is, perhaps, too visionary to expect the establishment of a uniform date for closing the fiscal year in all of the 354 municipalities of the Commonwealth without a statutory requirement, but it does not seem too much to hope for such an ultimate agreement by the 33 cities, in 12 of which the fiscal year now closes on November 30. Inasmuch as the Commonwealth, whose fiscal year formerly ended December 31, has, after careful consideration, decided that the fiscal year for all its departments shall end November 30, in order to afford ample time for the making up of financial statements for prompt consideration by the Legislature on its assembling in January, it would seem, all things considered, that this date is the most natural one for the cities to fix upon, and the efforts of the Bureau during the past year have therefore been in this direction.

It would be of material assistance in making it as easy as possible for the municipalities to comply with the requirements of the law if the Commonwealth were to provide one set of books for at least the smaller towns, arranged upon a uniform system and in conformity with the Bureau's schedules. The municipalities may well be trusted, I believe, when this first supply shall have been exhausted, to perceive the advantages which their use would bring and, in the future, to purchase on their own account new books of the same kind. I therefore respectfully recommend, while not advocating any further compulsory legislation at this time, that the Legislature give careful consideration to the importance of encouraging in this practical manner the early adoption by the cities and towns of uniform systems of accounting.

It is provided in the statute that the financial returns of the cities and towns shall be compiled and tabulated by the Chief of the Bureau of Statistics of Labor and submitted to the Legislature, with such suggestions and recommendations as he may deem expedient. I respectfully recommend that provision be



made for issuing this report as a separate public document instead of, as at present required by law, as a part of the Annual Report of the Bureau.

#### THE LABOR BULLETIN.

The Labor Bulletin, which was established as a quarterly publication in 1897 and subsequently was issued bi-monthly, is now issued each month. It is a convenient and necessary medium for presenting to the public the results of special studies and analyses of data obtained in the taking of the Decennial Census, the value of which would be materially lessened were its publication delayed until the regular census volumes are issued. The Bulletin also furnishes an opportunity to give the public certain current information concerning Massachusetts industrial conditions, and the benefit, likewise, of some portion of the great mass of economic and statistical data which is constantly coming to the Bureau from other States and foreign countries.

#### THE ANNUAL STATISTICS OF MANUFACTURES.

The history of these statistics dates back to 1837, when an act was passed by the Legislature "to obtain statistical information relative to certain branches of industry," by the terms of which manufacturers were called upon to make returns of the quantity and value of stock used and of goods manufactured, the amount of capital invested, and the number of persons employed. Returns, in accordance with the provisions of this law, were therefore made in 1837, and similar returns were made in the year 1845 and in each tenth year thereafter up to and including 1885.

In the latter year, the Hon. Carroll D. Wright, then Chief of the Bureau, having become convinced that the results of the Decennial Census of industries were not commensurate with the expense entailed, decided, after consultation with many of the leading manufacturers of the State, that the Commonwealth would be justified in collecting annually, upon a comparatively small and simple scale, certain statistics of manufactures, and that the result would be of great value. Governor Robinson approved of the proposition and in his inaugural address to the

Legislature, January 7, 1886, suggested the expediency of a more frequent inquiry into and report upon the condition of the industries of the State. The resulting legislation (Chapter 174 of the Acts of 1886) required manufacturers to answer each year eleven questions upon a schedule prepared by the Bureau of Statistics of Labor, and the Bureau was charged with the duty of presenting a statistical abstract of the information thus secured to the Legislature.

The first report issued made comparisons for the years 1886 and 1887 for 1,027 identical establishments; the report issued during the current year gives comparisons between 5,055 identical establishments for the years 1905 and 1906. There has thus been a gratifying increase in the number of establishments making these annual returns, so that now the returns represent about 90 per cent of the manufacturing output of the Commonwealth. They do not, however, represent more than about 50 per cent of the number of establishments and, consequently, do not constitute, and do not make any pretense of being an annual census of manufactures, although, broadly speaking, it may justly be said that they serve the purpose of a census to the extent of affording a fairly accurate indication of the condition of business as a whole in the manufacturing industry. The Legislature might, in my opinion, well give careful consideration to the question as to whether the functions of the Bureau in the gathering and presentation of statistics of manufactures may not be broadened and made of greater practical value in promoting the industrial prosperity of the Commonwealth.

I am not aware of any sufficient reason why these statistics should be published as a "part" of the Annual Report of the Bureau of Statistics of Labor, as is now required by law. From 1886 down to 1904 the abstract was issued as a separate public document, and I recommend that provision be made for its restoration to the public document series.

#### THE DECENNIAL CENSUS.

The tabulation of the Decennial Census of 1905, in accordance with the scheme originally prepared by my predecessor, is now very nearly completed. Substantially all of this tabulation,



with the exception of the work upon the statistics of agriculture, had been finished and a considerable portion of the copy was in the hands of the state printer before I came into office. The Census is to be published in three volumes, the first being devoted to population and social statistics; the second, to agriculture, fisheries, and commerce; and the third, to manufactures and trade. The Census of 1895 was published in seven volumes, so that the forthcoming publication will represent a very considerable condensation, which was made possible only by omitting certain tabular arrangements employed in the presentation of similar classes of data in 1895, and it is doubtful, in my judgment, whether this saving of space has not been secured at the expense of convenience of presentation for purposes of comparison. Be this as it may, while the Census of 1895 cost \$321,617.40, the Census of 1905 will have cost when completed, according to the plans outlined and practically carried to fulfilment by my predecessor, \$434,000. It is a most regrettable fact that, despite the excessive cost of the last Census to date, there remains a considerable amount of data which the Commonwealth authorized the Bureau to collect in 1905, but which must remain untabulated and, therefore, completely useless unless the Legislature desires to make still another appropriation for this purpose.

The most important of the data referred to are comprised within the scope of three subjects. The first relates to the quantity and value of agricultural products. The tabulation of the agricultural statistics now being prepared will exhibit aggregate values only, by cities and towns; that is to say, it will present the aggregate values of animal products, dairy products, food products, etc., but will not classify these products by individual articles, either as to value or quantity. To use convenient illustrations, the projected tabulation of agricultural products will not show the number of bushels of cranberries raised in the State or the total value; it will not show the number of pounds of butter produced or the value. There are frequent calls for this kind of information, both from those directly interested in agriculture and from manufacturers of and dealers in agricultural supplies; and these data were se-

cured when the Census was taken. It would probably cost about \$10,000 to tabulate them.

The second tabulation which can be made from data in the possession of the Bureau would show the occupations in detail of the 3,000,000 inhabitants of the Commonwealth. A third tabulation could be made showing the number of women at work, classified according to occupation, conjugal condition, color and race, and age; this tabulation would show also, in the case of married women or widows at work, the number who have had children and the number of years married; also the number of children borne by mothers whose husbands are living and who are widowed or divorced. No statistics have been published on this subject for 20 years. It is a subject, like that of the occupations of the people, which is of great interest to every one engaged in the work of social reform. To make these two tabulations of social statistics would necessitate the handling of some 3,000,000 schedules and would cost approximately \$11,000.

There have appeared from time to time in the Labor Bulletin analyses of certain statistics gathered from the Census of 1905, in order that some of the more important facts obtained might be given to the public in advance of the formal publication of the census volumes. If the Legislature authorizes the tabulation of the social statistics referred to, they might be published in a volume which would also contain a reprint of some of the more valuable analyses already published in the Bulletin. The tabulation and publication of such a volume of social statistics and the tabulation in detail of the agricultural statistics as above suggested can, I believe, be accomplished by an expenditure of not more than \$25,000, and I respectfully recommend that careful consideration be given to the advisability of authorizing this work to be done.

#### SPECIAL ENUMERATIONS.

During the year the Bureau has been called upon, under the provisions of Section 3 of Chapter 107 of the Revised Laws, to take three special enumerations of population, namely, for the cities of Lawrence and Haverhill and the town of Framingham. The results of these enumerations are shown in the following table:

CITY OR TOWN.	Date of Special Enu- meration	Population 1907	Population 1905	Cost of Special Census, 1907	Per Capita Cost of Census, 1907
Lawrence, . . . .	April 13, .	76,616	70,050	\$1,357.31	\$0.017
Haverhill, . . . .	October 10, .	41,242	37,830	927.90	0.022
Framingham, . . . .	May 13, .	12,609	11,548	440.76	0.034

The law under which these enumerations were taken requires the Bureau to perform this duty for any city or town upon the request of the mayor and aldermen or selectmen. This act was originally passed by the Legislature of 1894, being Chapter 334 of the Acts of that year. It remained practically a dead letter, its provisions not being availed of by any city or town until 1906, during which year the Bureau took special censuses of Springfield and New Bedford upon petition of the local authorities. In 1907, three more special censuses were taken, namely, of the town of Framingham and the cities of Lawrence and Haverhill. Thus, scarcely more than two years had elapsed from the date that the regular Decennial Census was taken under the auspices of the Commonwealth by this Bureau in 1905 before the Bureau was again called upon to make special enumerations for five municipalities. These enumerations were asked for to satisfy certain local purposes, in which the Commonwealth was only indirectly, if at all, interested.

The law provides that the cost of such special enumerations, although paid for in the first instance from a legislative appropriation, shall be ultimately borne by the municipalities concerned. This provision, however, does not seem to cover the expense to the Commonwealth of the duty of supervising the work of the enumerators, when it is necessary to place such supervision in charge of a member of the regular staff of the Bureau, whose salary is fixed by law and paid for out of the annual appropriation for Bureau salaries. The enumerations of the cities of Springfield, New Bedford, Lawrence, and Haverhill each necessitated the simultaneous assignment of an inspector and an assistant inspector from the Bureau staff for one full month, and the census of the town of Framingham required the services of an inspector for 15 days. During the period in question, therefore, the Bureau was, in effect, deprived of the services of one of its most experienced and competent employees

for eight and one-half months, whose salary was paid for a term amounting to six and one-half months by the Commonwealth without its receiving any direct return therefor; and the Bureau was further deprived of the services of clerks and special agents for nearly five and one-half months. The services of these latter on the censuses, although not paid for by the State, could ill be spared from the regular Bureau work, which has, consequently, suffered and been delayed by virtue of the duties imposed by the special census law.

I respectfully submit that there is no good and sufficient reason why the Bureau should be called upon to undertake such work as this, and which is, at best, but supplemental of an enumeration of the population which is made either by the United States or by the Commonwealth as often as once in every five years. I therefore recommend the repeal of the law relating to this matter, Section 3 of Chapter 107 of the Revised Laws.

#### THE FREE EMPLOYMENT OFFICES.

The establishment and maintenance by the State, under the jurisdiction of this Bureau, of free employment offices was authorized by Chapter 435 of the Acts of 1906. Certain amendments of this law, as suggested by practical experience in the administration of the offices, covering in the case of the Boston office a full year, are most desirable and are submitted herewith. A review in detail of the work of these offices is presented separately in Part V of the Annual Report of the Bureau.

Section 2 of this Act provides that the Chief of the Bureau in organizing the free employment offices "shall appoint a superintendent and clerk for each of said offices," etc. It would seem to be the intent of the law that the "clerk" thus provided for should be regarded as an assistant superintendent rather than a mere clerical employee in the ordinary sense of the term. Obviously, the appointment of such an official should be made dependent upon the necessities of the service, and I therefore respectfully suggest that this provision be amended so as to make such an appointment optional.

Section 3 of the law provides for the keeping of certain records in a manner which involves both useless labor and an



unnecessary expense in the use of a comparatively costly record book. The offices are now, as a matter of convenience, keeping all necessary data on cards which are properly filed and readily accessible for reference, and to record these data also in books, as provided by law, is a superfluous duplication. I therefore recommend that this provision be repealed. It would seem obvious that the superintendents of the several offices, being appointed by the Chief of the Bureau and obliged, as they are by the law, to perform such duties as may be required by the Chief, would render to him reports as frequently as he may desire. I therefore recommend the repeal of the gratuitous provision in Section 6 requiring the superintendents to make a semi-weekly report to the Chief of the Bureau. Provision should, however, be made to supply a curious omission in the law, namely, a requirement that a report on the free employment offices be rendered annually to the Legislature by the Chief of the Bureau.

Section 5 provides that "the privilege of registration shall be confined to residents of the Commonwealth." A strict compliance with this provision works an unnecessary hardship, in my judgment, upon persons out of work who may be residents of the Commonwealth and who might be willing to accept employment in neighboring States if employers in those States were permitted to register in our offices. While the Massachusetts free employment offices, being supported from the public treasury, should, by all means, cater, in the first instance, to her own citizens, and those seeking employment should not be sent out of the State if employment can be found for them within her borders, I would suggest a modification of this provision so as to permit a certain amount of latitude to the superintendents in the matter. I would also suggest a modification of the requirement for the registration of all applicants, in order to encourage the keeping of the records of the office in such a way as to avoid unnecessary duplications, and insure, so far as possible, statistical accuracy.

#### LIST OF SURVIVORS OF THE WAR OF THE REBELLION.

The Legislature of 1907 passed a resolve (Chapter 9) which was approved February 7, directing the Chief of the Bureau of



Statistics of Labor to transmit to the department headquarters of the Grand Army of the Republic of Massachusetts 300 copies of an alphabetical list, by cities and towns, of those persons recorded by the Bureau in the recent Decennial Census as having served in the army, navy, or marine corps of the United States during the War of the Rebellion. A sum not to exceed \$1,000 was subsequently appropriated to cover the expense of the work. The preparation of this list has recently been completed.

### THE BUREAU'S FINANCES.

A statement is herewith presented showing the appropriations made for the several divisions of the work of the department, and the expenditures made from the same for the fiscal year ending November 30, 1907. Certain suggestions relative to the Bureau's finances are also made in this connection.

#### I. General Bureau Maintenance.

APPROPRIATIONS.		EXPENDITURES.	
Chap. 167, Acts of 1907, .	\$27,850.00	Chief, salary, . . .	\$3,000.00
Chap. 197, Acts of 1907, .	599.47	First clerk, salary, . .	2,000.00
		Second clerk, salary, . .	1,650.00
		Special agents, salaries, .	2,400.00
		Clerical services, . . .	7,902.05
		Extra special agents, ser-	
		vices, . . . . .	2,917.09
		Agents, traveling expenses,	1,073.35
		Messengers and laborers,	
		services, . . . . .	336.30
		Printing (job), . . . .	706.23
		Printing (Jamestown Ex-	
		position), . . . . .	108.06
		Printing (Labor Bulletins),	4,399.03
		Postage, . . . . .	922.18
		Stationery and office sup-	
		plies, . . . . .	537.15
		Books, newspapers, and	
		clippings, . . . . .	263.54
		Express and teaming, . .	60.35
		Sundries, . . . . .	169.38
		Balance in treasury, . .	4.76
	\$28,449.47		\$28,449.47

## II. Statistics of Manufactures.

APPROPRIATIONS.		EXPENDITURES.	
Chap. 167, Acts of 1907, .	\$6,500.00	Clerical services, . .	\$3,952.99
		Special agents, services, .	972.21
		Special agents, traveling expenses, . . .	601.23
		Laborer, services, . .	293.75
		Printing (job), . . .	163.66
		Postage, . . . .	500.00
		Sundries, . . . .	16.15
		Balance in treasury, . .	.01
	\$6,500.00		\$6,500.00

## III. Municipal Statistics.

APPROPRIATIONS.		EXPENDITURES.	
Chap. 167, Acts of 1907, .	\$6,000.00	Clerical services, . .	\$3,522.21
		Traveling expenses, . .	364.25
		Laborers and janitors, services, . . . .	523.75
		Printing (job), . . .	315.04
		Coal and ice, . . .	80.19
		Telephone services, . .	75.81
		Office supplies, . . .	56.13
		Electric light, . . .	118.02
		Washing floors, . . .	18.60
		Calculating machines, .	925.00
		Balance in treasury, . .	1.00
	\$6,000.00		\$6,000.00

## IV. Free Employment Offices.

APPROPRIATIONS.		EXPENDITURES.	
Balance on hand, . .	\$1,190.50	Salaries, . . . .	\$14,115.84
Chap. 167, Acts of 1907, .	25,000.00	Printing (F. E. O. Gazette),	363.83
		Printing (job), . . .	1,894.31
		Rent, . . . .	2,966.65
		Telephone, . . . .	343.07
		Electric light, . . .	252.60
		Office supplies, . . .	466.94
		Traveling expenses, . .	433.39
		Miscellaneous expenses, .	1,896.43
		Balance in treasury, . .	3,457.44
	\$26,190.50		\$26,190.50

## V. Decennial Census of 1905.

APPROPRIATIONS.		EXPENDITURES.	
Balance on hand, . .	\$316.83	Clerical services, . .	\$23,827.35
Chap. 53, Acts of 1907, .	34,000.00	Special agents, services, .	1,564.83
		Special agents, services (ag-	
		riculture), . . . .	1,342.25
		Special agents, traveling	
		expenses, . . . .	307.76
		Extra compensation for	
		chief, first and second	
		clerks, to July 1, . .	1,283.35
		Messengers and laborers,	
		services, . . . .	2,378.02
		Mileage, . . . .	20.00
		Stationery and office sup-	
		plies, . . . .	157.30
		Typewriters, machines and	
		repairs, . . . .	83.33
		Washing floors and towels,	62.60
		Light, heat, etc., . .	239.49
		Telephone and telegraph, .	13.95
		Printing (job), . . . .	343.18
		Express and teaming, . .	5.85
		Postage, . . . .	131.20
		Balance on hand, . .	2,556.37
	\$34,316.83		\$34,316.83

## VI. Special Censuses.

APPROPRIATIONS.		EXPENDITURES.	
Chap. 506, Acts of 1907, .	\$1,357.31	Lawrence enumeration, .	\$1,357.31
Chap. 506, Acts of 1907, .	440.76	Framingham enumeration,	440.76
	\$1,798.07		\$1,798.07

## VII. Summer Censuses.

APPROPRIATIONS.		EXPENDITURES.	
Chap. 167, Acts of 1907, .	\$1,000.00	Hull, . . . .	\$280.53
		Lenox, . . . .	136.75
		Nahant, . . . .	91.83
		Balance in treasury, . .	490.89
	\$1,000.00		\$1,000.00

**VIII. Preparing and Publishing List of Veterans.**

APPROPRIATIONS.		EXPENDITURES.	
Chap. 302, Acts of 1907, .	\$1,000.00	Clerical services, . .	\$127.33
		Printing (job), . . .	50.87
		Paper, . . . .	2.80
		Balance on hand, . .	819.00
	\$1,000.00		\$1,000.00

**IX. Printing Public Documents.**

APPROPRIATIONS.		EXPENDITURES.	
Chap. 167, Acts of 1907, .	\$4,000.00	Printing Pub. Doc. 15, 1906,	\$3,025.82
		Balance in treasury, . .	974.18
	\$4,000.00		\$4,000.00

**X. Printing Reports of Decennial Census.**

APPROPRIATIONS.		EXPENDITURES.	
Chap. 431, Acts of 1905, .	\$5,000.00	Balance on hand, . . .	\$21,000.00
Chap. 27, Acts of 1906, .	16,000.00		
	\$21,000.00		\$21,000.00

**XI. Summary for the Fiscal Year**

ENDING NOVEMBER 30, 1907.

CLASSIFICATION.	Funds Available, Including Appropriations of 1907 and Balances Available from Appropria- tions of Other Years	Expenditures	Unexpended Balances
General Bureau Maintenance, . . . .	\$28,449.47	\$28,444.71	\$4.76
Statistics of Manufactures, . . . .	6,500.00	6,499.99	.01
Municipal Statistics, . . . .	6,000.00	5,999.00	1.00
Free Employment Offices, . . . .	26,190.50	22,733.06	3,457.44
Decennial Census, . . . .	34,316.83	31,760.46	<sup>1</sup> 2,556.37
Special Censuses, . . . .	1,798.07	1,798.07	-
Summer Censuses, . . . .	1,000.00	509.11	490.89
Veterans List, . . . .	1,000.00	181.00	<sup>1</sup> 819.00
Printing Public Document 15, . . . .	4,000.00	3,025.82	974.18
Printing Decennial Census, . . . .	21,000.00	-	<sup>1</sup> 21,000.00
TOTALS, . . . .	\$130,254.87	\$100,951.22	\$29,303.65

<sup>1</sup> These balances do not revert to the State Treasury at the end of the fiscal year, but remain available pending the completion of the special work for which the appropriations were made. Deducting them from the total of the unexpended balances, \$29,303.65, it appears that the net amount which reverted to the Treasury December 1 was \$4,928.28.

I beg to call attention to the method provided by statute at the present time for making the annual appropriations for the clerical and contingent expenses of this department. Section 1 of Chapter 107 of the Revised Laws provides that the Chief of the Bureau "may expend for clerical and contingent expenses such amounts as the Legislature may annually appropriate for said purposes." Section 9 of the same act makes a further and special provision that "the bureau may annually expend not more than \$6,500" for the collection and preparation of the Annual Statistics of Manufactures. Section 1 of Chapter 79 of the Acts of 1907 provides that the Chief of the Bureau "may expend for necessary blanks and for travel, incidental, clerical, and contingent expenses necessary properly to carry out the act providing for" the making of certain financial returns annually to the Bureau "such sum of money as the General Court shall appropriate." Thus the Legislature is now annually called upon to make three different appropriations for the various clerical and contingent expenses of this department.

The Bureau has a certain number of clerks trained in statistical work whom it is possible to transfer frequently from one particular division of the Bureau's activities to another, and it is often, moreover, not only desirable but necessary to do this; but, in order to comply strictly with the terms of three separate appropriations, the Bureau must keep an account of the time actually spent by each clerk in these various divisions of labor, and of the office supplies required by each, charging up salaries and supplies proportionately to the several appropriations. In attempting to keep an account of the number or amount of the office supplies (such as ink, pencils, pens, etc.) used by each division separately, the decision as to which appropriation a given purchase should be charged up against must often be purely arbitrary.

To comply faithfully with this plan of splitting up the Bureau's appropriations involves a constant and, in my judgment, an unnecessary expenditure of time, energy, and clerical labor. The internal bookkeeping of the Bureau should be so simplified as to make it possible to render whenever necessary an accurate and itemized account of all its expenses, and in such a way as to avoid the confusion that has existed in the past.



I therefore respectfully recommend the amendment of existing law so as to permit the merging into one appropriation, with the exception of the appropriation for free employment offices, of all amounts deemed necessary to cover the cost of the several clerical and contingent expenses of the Bureau.

The salaries of certain officials of the Bureau which are fixed by law were temporarily increased because of the extra duties imposed upon the Bureau by the Census, for a period which terminated July 1, 1907. Meantime, however, two important functions of a permanent character have been given the Bureau to perform, namely, the administration of the free employment offices and the collection annually of financial statistics for all the cities and towns of the Commonwealth, with an analysis and report upon the same by the Chief of the Bureau. I respectfully suggest, therefore, consideration by the Legislature as to whether the salaries of those officials of the Bureau which are fixed by statute may not, with propriety, be made to conform in the future to substantially the amounts actually received by them during a period of some years prior to July 1, 1907.

In conclusion, I desire to place on record my sincere appreciation of the industrious and conscientious service rendered by the Chief Clerk of the Bureau, Mr. Frank H. Drown, in the performance of those duties requiring painstaking oversight of the many details of office routine, as well as his valuable and loyal personal counsel; and I wish to express my sense of appreciation also of the faithful manner in which the Second Clerk, Mr. William G. Grundy, has discharged the duties assigned to him.

Respectfully submitted,

CHARLES F. GETTEMY,  
*Chief of Bureau.*



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PART I.

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STRIKES AND LOCKOUTS

IN

MASSACHUSETTS,

1906.

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## PART I.

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### STRIKES AND LOCKOUTS IN MASSACHUSETTS, 1906.

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This report relates to the strikes and lockouts occurring in Massachusetts during the year ending September 30, 1906. Previous to this year, the only annual statistical reports on the subject published by this Bureau were the analyses in the Labor and Industrial Chronology. By the adoption of new methods in the collection of statistics of disputes the Bureau is enabled to present a more accurate and complete report.

The definitions of a strike and of a lockout are as follows: A *strike* occurs when the employees of an establishment refuse to work unless the employer complies with some demand; a *lock-out* occurs when the employer makes some demand and enforces it by refusing to allow his employees to work unless it is complied with. It appears, therefore, that these two classes of industrial disturbances are practically alike, the main distinction being that in a strike the employees take the initiative, while in a lockout the employer first makes some demand and enforces it by refusing to allow his employees to work unless it is complied with.

To understand the accuracy and completeness of this report, the methods under which it is prepared are stated. A portion of the force of the Bureau was employed in examining the files of the leading daily papers, trade and labor magazines, and commercial periodicals published in Massachusetts during the year under review for the purpose of finding all references to strikes. Duplications were then eliminated, and from the preliminary data thus secured, locating strikes, the employers and the labor organizations concerned in the dispute were communicated with and the following letter sent:

The Bureau has note of a strike of (number) (occupation) in your employ on (date) (cause of strike).

We are desirous of obtaining a complete and accurate record of strikes and lockouts, and of changes in the rate of wages and hours of



labor in Massachusetts as they occur. These statistics are collected and published by the Bureau in pursuance of Section 2, Chapter 107, Revised Laws:

Section 2. The Bureau shall collect, assort, arrange and present in annual reports to the General Court, on or before the first day of March, statistical details relative to all departments of labor in the Commonwealth, especially in relation to the commercial, industrial, social, educational and sanitary condition of the laboring classes and to the permanent prosperity of the productive industry of the Commonwealth.

As the value of these statistics is greatly increased if the parties concerned co-operate with the Bureau by supplying accurate information, we should be glad if you would kindly answer as many as possible of the questions asked on the form inclosed.

A schedule containing the following questions as to the chief points connected with the matters at issue was inclosed:

A. Date.

B. City or town.

C. Industry.

D. Name of establishment affected.

E. Number of establishments affected.

1. If an employers' association is concerned in the dispute, give its title, and name and address of secretary.

1a. If a trade union is concerned, give its title, and name and address of secretary.

2. If no employers' association is concerned, give other firms involved in dispute.

3. Cause or object of strike or lockout.

4. Date on which employees first left work.

5. Was establishment closed on account of strike or lockout; if so, give number of working days closed.

6. Occupations of employees on strike or lockout; number of men, women, and apprentices and young persons.

6a. Occupations of other employees at above establishment who were thrown out of work owing to strike, although not themselves on strike; number of men, women, and apprentices and young persons; total number affected.

If the dispute is a general one, state whether figures given relate to your firm only or to all the firms involved.

7. Date of termination of strike or lockout, *i.e.*, last day on which employees were on strike, or date by which all places of strikers were filled. If there was no definite end to the dispute, state approximately when it may be regarded as practically closed.

8. Terms of settlement of strike. (Kindly inclose copy of any printed or written agreement that may have been made.)

8a. Method of settlement (Check method used in this case): (1) By direct negotiation between the parties or their representatives; (2) by arbitration; (3) by return to work without negotiations; (4) by filling places; (5) by shutting down; (6) by union ordering men to return.

9. Describe steps taken which resulted in the settlement, giving the names of any organizations or persons assisting to bring this about.

10. If the result involved a change in the rates of wages or hours of labor, give the following particulars for all employees affected: Occupations; number of employees affected; date from which change takes effect; rate of wages a week (in the case of piece-workers, state this fact, with increase or decrease in piece prices, and give estimate of change in average weekly earnings of the ordinary worker), before change and after change; hours of labor a week, before change and after change.

The employer and in cases where the strike was ordered by an organization, either of employers or employees, officers thereof were asked to contribute their information.

If the information given by either side in the controversy agreed with that secured by the other, the facts were considered accurate.

If there were discrepancies, or either side refused information, a re-examination was made, and in most cases an agent was sent to interview representatives of both parties to the dispute. After considering all the evidence to be gained on either side, a report was made on what the facts seemed to be. It may be, therefore, that participants, or others supposing themselves to be cognizant of the facts relating to a certain strike, will find the details as exhibited in the tables somewhat different from their own recollection. In explanation it may be stated that the conflicting statements were weighed and each detail determined as judicially as possible, making the report not to agree with the testimony of a single individual, but in harmony with the concurrent evidence of the majority, or what seemed the most reliable. The Bureau made every effort to secure the truth, and did not leave a controversy until it fully believed that the truth had been reached.

The strike and not the establishment has been made the unit in the tabular presentation. Where a strike involved establishments in more than one city or town, the controversy in each city or town was tabulated as a separate dispute.

In summarizing the number of working days lost and the number of employees involved by years, the figures given can not represent absolute accuracy for a given year, because a considerable number of strikes begin in one year and end in another; but the entire number of strikers and working days lost are placed in the year in which the strike began.

In some strikes the firm or firms involved re-employed their workmen or filled their places by others gradually. In such cases some difficulty was experienced in deciding upon any one date in which the strike ended. In disturbances of this character, after careful inquiry, the strike or lockout was made to end on that date at which practically all the old employees were at work or their places filled by others and the establishment open and running as usual. Some inquiry was made as to the dates on which strikes were declared off by the labor organizations ordering them. The results from this inquiry were very unsatisfactory, as in many cases no record whatever could be found of the strikes being declared off.

Disputes involving less than 10 employees, or lasting less than one day, unless their aggregate duration exceeds 100 days, have not been taken into account in compiling the statistics.

The causes of strikes have been classified under seven general headings: Wages, hours of labor, the employment of particular classes or persons, working conditions, trade unionism, sympathy, and miscellaneous. Several subheadings have been made under each of these classifications, and in order that it may be clearly understood just what each classification comprises, the following detailed statement is presented:

1. *Wages:*

a. For increase:

For advance in wages

For new price list

b. Against decrease:

Against reduction

Against proposed reduction

c. System of payment:

Against change in system

Dissatisfaction with premium systems

For change from day to piece or from piece to day rates

1. *Wages* — Con.

## d. Readjustment of rates:

Against proposed reduction in wages on account of new process

Alleged bad material

On account of difficulties or ease in working, quality of material, etc.

## e. Other:

Disputes as to wages due

Alleged grievance as to short payment

For payment of wages before regular pay day

2. *Hours of labor*:

## a. For decrease

## b. Against increase:

Includes protest against rule that piece-workers conform to hours of time workers

## c. Arrangement of hours:

Disputes as to times of starting and leaving off work

Disputes as to arrangements of hours

## d. Other:

Regarding time allowance and entry into factory

Against reduction in working hours

Against proposal that men work less number of days in order to avoid reducing number of employees

3. *Employment of particular classes or persons*:

## a. Against employment of laborers instead of skilled workers

## b. Against employment of women instead of men:

Against introduction of female labor

Against employment of women on certain work

## c. Against employment of apprentices:

Disputes regarding proportion of apprentices allowed to journeymen

## d. For reinstatement of discharged employees:

For reinstatement of a certain employee

On account of discharge of fellow employee

For reinstatement of employees discharged because of change in working conditions

Because all men were not re-employed on conclusion of a previous dispute

## e. Against employment of certain officials:

Objection to new foreman, etc.

Refusal of firm to dismiss foreman alleged to be in arrears in dues to the union

## f. Other:

Refusal to work with persons of certain nationalities, religious denominations, etc.

3. *Employment of particular classes or persons* — Con.

## f. Other — Con.

Refusal to finish work begun by other classes of workmen

Refusal to work under alleged incompetent foreman

4. *Working conditions*:

## a. For change in existing arrangements:

For provision of helpers

For change in system of ventilation

For change in working rules, etc.

For number in gang to be increased on account of heavy work

## b. Against change in existing arrangements:

Against alterations in working rules

## c. Other:

Against imposition of fines, etc.

As to right of committee of union to examine works as to safety and sanitary conditions.

5. *Trade unionism*:

## a. Closed shop.

For closed shop

Against open shop

Refusal to work with non-union workmen

Refusal to work with foreman not a member of union

## b. Disputes between classes of employees:

Regarding matters of trade jurisdiction

## c. Recognition of union:

Refusal of employer to negotiate with officials of employees' union

Refusal of employer to employ union workmen.

## d. Other:

Refusal to work with a trade unionist not a member of local union

6. *Sympathetic strikes*:

## a. In sympathy with men in same employ who were on strike

## b. In sympathy with men of same craft in employ of others

## c. On account of introduction of members of another union to replace men on strike

7. *Miscellaneous*.

The first section of this Part is the general report which summarizes the statistics of the disputes of the year and compares them as far as possible with those of previous years. A report follows in which the disputes are analyzed by causes, results, duration, industries involved, and methods of settlement. A further section gives a detailed statement of each dispute classified according to industries and localities.



*General Statement.*

There was an increase in the number and magnitude of strikes and lockouts in Massachusetts during the year ending September 30, 1906, as compared with 1905. Comparing the record of 1906 with previous years, there were in all 222 strikes and lockouts as against 158 in 1905, 198 in 1904, 217 in 1903, 276 in 1902, and 301 in 1901.

In the disputes which began during the year 1906 there were 18,568 employees directly concerned and 17,390 others thrown out of work. The total loss of working time amounted to 420,705 days. Of this amount, 293,413 working days were lost by the strikers, and 127,292 working days were lost by those indirectly involved, or thrown out of work as a result of the strike action of others.

The increase in the number of strikes and lockouts during the past year is attributed to the generally prosperous condition of industry in Massachusetts. Only three strikes were organized in protest against a reduction in wages, while 93, or 41.89 per cent, of all the strikes were based on a demand for an increase in wages.

The number of persons directly involved in disputes arising out of questions of trade union principle was greater than in 1905, and comprised about 16 per cent of the total.

The results of the disputes of the year were, on the whole, in favor of the employers, only 31 per cent being in favor of the employees, although this proportion was greater than in any previous year.

Most of the disputes were settled by the parties themselves or their representatives. During the year 11 strikes and lockouts, directly involving 9,773 employees, were settled by arbitration.

*General Comparison of 1906 with Previous Years.*

The following table shows for the five years, 1902-06, the number of disputes beginning in each year and the total number of employees involved. The figures for 1906 distinguish those directly on strike or locked-out from those thrown out of work by the strike action of others, although not themselves on strike. The table also shows the number of working days lost on account of all the disputes in progress during each year, including the time lost by employees indirectly involved.

YEARS.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost
		Directly	Indirectly	Total	
1902, . . . . .	276	1—	—	43,893	<sup>2</sup> 712,014
1903, . . . . .	217	1—	—	<sup>3</sup> 28,709	<sup>3</sup> 1,316,859
1904, . . . . .	198	1—	—	47,098	<sup>4</sup> 4,421,976
1905, . . . . .	158	1—	—	<sup>5</sup> 7,355	<sup>5</sup> 90,416
1906, . . . . .	222	18,568	17,390	35,958	<sup>6</sup> 420,705
TOTALS, . . . . .	1,071	18,568	17,390	163,013	6,961,970

<sup>1</sup> The figures for the years 1902 to 1905 do not distinguish between those directly and those indirectly involved.

<sup>2</sup> Number of working days lost is given for 194 strikes.

<sup>3</sup> Numbers of strikers and of working days lost are given for 133 strikes.

<sup>4</sup> Number of working days lost is given for 120 strikes, including strike of textile operatives at Fall River.

<sup>5</sup> Numbers of strikers and of working days lost are given for 110 strikes.

<sup>6</sup> Number of working days lost is given for 211 strikes.

The figures for the number of employees involved and for the number of working days lost for the five years are not comparable. We present in the next table the average number of days lost for each employee on strike, the average number of employees involved in each dispute, the average number of working days lost, and the average duration of each dispute:

YEARS.	Average Number of Days Lost for Each Employee Involved	Average Number of Employees Involved in Each Dispute	Average Number of Working Days Lost in Each Dispute	Average Duration of Each Dispute
1902, . . . . .	17.5	159.0	3,670.2	12.8 days
1903, . . . . .	45.9	215.9	9,901.2	12.7 days
1904, . . . . .	93.9	237.9	22,333.2	14.4 days
1905, . . . . .	12.3	66.9	822.0	10.5 days
1906, . . . . .	11.8	162.0	1,993.9	12.3 days
1902-06, . . . . .	43.6	173.6	8,229.3	12.6 days

It will be seen from this table that while the number of disputes may have increased during the past year the strikes were of shorter duration, the proportionate number of employees involved in each dispute was smaller with the exception of 1905 and 1902; the average number of working days lost and the average duration of each dispute was smaller, with the exception of 1905. The very large figures for 1904 show the effects of the great textile strike at Fall River.

In the following table the number of strikes and lockouts during each of the five years, 1902-06, are given classified according to the causes of the disputes:

CAUSES.	1902	1903	1904	1905	1906	1902-06
<i>Wages</i> , . . . . .	<sup>1</sup> 111	96	78	62	113	460
For increase, . . . . .	—	79	57	49	93	278
Against decrease, . . . . .	—	14	21	13	3	51
Other, . . . . .	—	3	—	—	17	20
<i>Hours of labor</i> , . . . . .	<sup>1</sup> 26	9	14	14	32	95
For decrease, . . . . .	—	—	—	14	32	46
Other, . . . . .	—	9	14	—	—	23
Wages and hours, . . . . .	60	35	—	7	—	102
Employment of particular classes or persons, . . . . .	31	21	20	13	29	114
Working conditions, . . . . .	3	13	17	20	19	72
Trade unionism, . . . . .	31	29	32	24	26	142
Sympathy, . . . . .	11	10	7	4	3	35
Other causes, . . . . .	3	4	30	14	—	51
TOTALS, . . . . .	276	217	198	158	222	1,071

<sup>1</sup> In 1902, the causes were not further classified.

It will be seen from the table that throughout the period under review the leading place is taken by disputes on questions of remuneration. Disputes as to hours of labor were of comparatively little consequence. During the years 1902, 1903, and 1905 many strikes occurred in which the demand for increase in wages and decrease in hours of labor were of equal importance, and it was impossible to determine which cause was of the greater importance.

The following table shows the causes of the disputes by percentages for each of the five years 1902-06:

CAUSES.	1902	1903	1904	1905	1906	1902-06
<i>Wages</i> , . . . . .	<sup>1</sup> 40.22	44.24	39.39	39.24	50.90	42.95
For increase, . . . . .	—	36.41	28.79	31.01	41.89	25.96
Against decrease, . . . . .	—	6.45	10.60	8.23	1.35	4.76
Other, . . . . .	—	1.38	—	—	7.66	1.86
<i>Hours of labor</i> , . . . . .	<sup>1</sup> 9.42	4.15	7.07	8.86	14.42	8.87
For decrease, . . . . .	—	—	—	8.86	14.42	4.30
Other, . . . . .	—	4.15	7.07	—	—	2.15
Wages and hours, . . . . .	21.74	16.13	—	4.43	—	9.52
Employment of particular classes or persons, . . . . .	11.23	9.68	10.10	8.23	13.06	10.65
Working conditions, . . . . .	1.09	5.99	8.59	12.66	8.56	6.72
Trade unionism, . . . . .	11.23	13.36	16.16	15.19	11.71	13.26
Sympathy, . . . . .	3.98	4.61	3.54	2.53	1.35	3.27
Other causes, . . . . .	1.09	1.84	15.15	8.86	—	4.76

<sup>1</sup> In 1902, the causes were not further classified.

The year 1906 was one of increasing employment, and this is reflected by an increase in the percentage of strikes organized for the purpose of securing an increase in wages, accompanied by a large falling off in the percentage of disputes which had for their object a resistance to proposed reduction in wages. As

regards other wages disputes, it may be pointed out that questions of readjustments of wages and systems of payment were responsible for the majority of the strikes. The proportion of strikes called in sympathy with other disputes, with the exception of the year 1903, show a steady decline.

In the following table the strikes and lockouts beginning during each of the five years, 1902-06, are given, classified according to the results of the disputes:

RESULTS.	1902	1903	1904	1905	1906	1902-06
Succeeded, . . . . .	76	56	39	37	69	277
Compromised, . . . . .	65	60	29	30	27	211
Failed, . . . . .	106	90	103	73	118	490
Men reinstated, . . . . .	51	44	45	32	48	220
Places filled, . . . . .	55	46	58	41	70	270
Indefinite or unsettled, . . . . .	29	11	27	18	8	93
TOTALS, . . . . .	276	217	198	158	222	1,071

The next table shows the results of the disputes by percentages for each of the five years 1902-06:

RESULTS.	1902	1903	1904	1905	1906	1902-06
Successful, . . . . .	27.53	25.81	19.70	23.42	31.08	25.87
Compromised, . . . . .	23.55	27.65	14.65	18.99	12.16	19.70
Failed, . . . . .	38.41	41.47	52.02	46.20	53.15	46.75
Men reinstated, . . . . .	18.48	20.27	22.73	20.25	21.62	20.54
Places filled, . . . . .	19.93	21.20	29.29	25.95	31.53	25.21
Indefinite or unsettled, . . . . .	10.51	5.07	13.63	11.39	3.61	8.68
TOTALS, . . . . .	100.00	100.00	100.00	100.00	100.00	100.00

It will be seen from the table that nearly one-half of the strikes were unsuccessful. In 1906, however, the proportion of successful strikes was greater than in any previous year, while the proportion of compromised disputes was lower. The proportion of disputes which failed and the places of strikers filled has, except during the year 1904, steadily increased.

The following table shows the number of disputes which have occurred during each of the five years in the different cities and towns of the Commonwealth:

CITIES AND TOWNS.	NUMBER OF STRIKES AND LOCKOUTS IN —					1902-06
	1902	1903	1904	1905	1906	
<b>The State.</b>	<b>276</b>	<b>217</b>	<b>198</b>	<b>158</b>	<b>222</b>	<b>1,071</b>
Abington, . . . . .	—	1	—	—	2	3
Acushnet, . . . . .	—	—	—	—	1	1
Adams, . . . . .	—	1	1	1	2	5
Amesbury, . . . . .	1	1	—	—	—	2
Andover, . . . . .	2	—	1	—	2	5
Athol, . . . . .	1	1	2	—	—	4
Attleborough, . . . . .	—	—	—	1	—	1
Auburn, . . . . .	—	—	1	—	—	1
Barre, . . . . .	—	—	—	—	1	1
BEVERLY, . . . . .	1	3	3	2	3	12
Blackstone, . . . . .	1	2	—	—	—	3
Boston, . . . . .	38	40	54	23	33	188
Bridgewater, . . . . .	1	1	—	—	—	2
BROCKTON, . . . . .	10	10	1	1	7	29
Brookfield, . . . . .	—	—	—	1	1	2
Brookline, . . . . .	—	—	—	—	2	2
CAMBRIDGE, . . . . .	3	1	5	1	2	12
Canton, . . . . .	—	1	—	—	—	1
Charlton, . . . . .	—	2	—	—	—	2
Chelmsford, . . . . .	—	1	1	—	2	4
CHELSEA, . . . . .	—	—	2	—	3	5
Cheshire, . . . . .	—	—	—	—	2	2
Chester, . . . . .	—	—	1	—	—	1
CHICOPEE, . . . . .	—	2	3	3	8	16
Clinton, . . . . .	5	2	3	2	2	14
Dalton, . . . . .	—	1	—	2	1	4
Dedham, . . . . .	—	1	—	—	1	2
Douglas, . . . . .	1	—	—	—	—	1
Dracut, . . . . .	1	—	—	—	—	1
Easthampton, . . . . .	1	—	—	—	—	1
East Longmeadow, . . . . .	1	—	—	—	1	2
EVERETT, . . . . .	—	1	—	1	1	3
Fairhaven, . . . . .	1	—	1	—	—	2
FALL RIVER, . . . . .	20	10	10	15	9	64
FITCHBURG, . . . . .	7	3	2	—	1	13
Foxborough, . . . . .	—	—	—	—	1	1
Framingham, . . . . .	—	3	1	—	—	4
Gardner, . . . . .	1	4	1	—	—	6
GLOUCESTER, . . . . .	6	2	1	2	1	12
Grafton, . . . . .	1	—	—	—	1	1
Great Barrington, . . . . .	5	—	—	1	—	2
Greenfield, . . . . .	1	3	—	—	—	8
HAVERHILL, . . . . .	7	8	5	1	5	26
Hinsdale, . . . . .	—	—	1	—	—	1
HOLYOKE, . . . . .	14	3	7	—	4	28
Hubbardston, . . . . .	1	—	—	—	—	1
Hudson, . . . . .	—	—	—	1	—	1
Huntington, . . . . .	1	—	—	—	—	1
Hyde Park, . . . . .	—	—	1	—	1	2
Ipswich, . . . . .	—	—	—	—	1	1
LAWRENCE, . . . . .	9	2	4	6	7	28
Lee, . . . . .	—	—	1	—	—	1
Lenox, . . . . .	2	—	—	—	—	2
Leominster, . . . . .	2	1	—	—	—	3
LOWELL, . . . . .	15	7	4	9	12	47
LYNN, . . . . .	22	17	16	17	17	89
MALDEN, . . . . .	1	1	2	2	—	6
Marblehead, . . . . .	—	1	—	—	—	1
MARLBOROUGH, . . . . .	3	—	1	—	1	5
Maynard, . . . . .	5	—	—	2	—	7
MEDFORD, . . . . .	—	1	—	1	—	2
MELROSE, . . . . .	—	—	—	1	—	1
Methuen, . . . . .	1	—	—	—	—	1
Middleborough, . . . . .	—	—	—	—	1	1
Millford, . . . . .	7	—	2	2	3	14
Millbury, . . . . .	—	—	—	—	1	1
Monson, . . . . .	1	—	—	—	—	1
Milton, . . . . .	—	—	—	—	1	1
Nahant, . . . . .	—	—	—	1	—	1
Natick, . . . . .	—	—	—	1	—	1
NEW BEDFORD, . . . . .	4	6	6	7	5	28
Newbury, . . . . .	1	—	—	—	—	1
NEWBURYPORT, . . . . .	1	—	1	—	3	5
NEWTON, . . . . .	1	—	—	2	—	3
NORTH ADAMS, . . . . .	2	2	3	1	3	11



CITIES AND TOWNS.	NUMBER OF STRIKES AND LOCKOUTS IN —					1902-06
	1902	1903	1904	1905	1906	
<b>The State—Con.</b>						
NORTHAMPTON, . . . . .	4	3	3	2	1	13
North Andover, . . . . .	—	—	—	1	—	1
North Attleborough, . . . . .	—	3	1	—	2	6
Northborough, . . . . .	—	—	1	1	—	2
Northbridge, . . . . .	—	—	—	1	1	2
Norwood, . . . . .	—	—	—	—	2	2
Oxford, . . . . .	2	—	—	1	—	3
Palmer, . . . . .	1	—	—	—	1	2
Peabody, . . . . .	—	3	—	4	—	7
Pepperell, . . . . .	2	—	—	—	—	2
PITTSFIELD, . . . . .	3	6	2	3	3	17
Plymouth, . . . . .	2	—	—	—	—	2
QUINCY, . . . . .	4	2	2	4	2	14
Randolph, . . . . .	—	1	—	—	—	1
Revere, . . . . .	—	—	1	—	1	2
Rockland, . . . . .	—	1	—	—	—	1
Rockport, . . . . .	—	—	—	1	2	3
Rowley, . . . . .	—	—	—	—	2	2
SALEM, . . . . .	3	4	—	1	3	11
Shrewsbury, . . . . .	—	—	—	2	—	2
SOMERVILLE, . . . . .	1	3	3	—	1	8
Southbridge, . . . . .	5	—	1	—	—	6
South Hadley, . . . . .	—	—	—	1	—	1
Spencer, . . . . .	1	5	1	1	2	10
SPRINGFIELD, . . . . .	7	13	5	4	14	43
Sterling, . . . . .	—	—	—	—	1	1
Stoughton, . . . . .	—	—	1	—	1	2
Sturbridge, . . . . .	—	—	1	—	—	1
Swampscott, . . . . .	1	1	—	—	—	2
TAUNTON, . . . . .	2	—	3	1	2	8
Templeton, . . . . .	—	—	1	—	—	1
Uxbridge, . . . . .	1	—	1	1	1	4
Wakefield, . . . . .	1	—	1	—	—	2
Walpole, . . . . .	—	—	—	1	—	1
WALTHAM, . . . . .	1	2	3	3	5	14
Ware, . . . . .	—	—	—	—	3	3
Warren, . . . . .	—	1	1	—	1	3
Watertown, . . . . .	—	2	—	—	2	4
Webster, . . . . .	2	—	—	1	1	4
Wellesley, . . . . .	1	—	—	—	—	1
Wenham, . . . . .	—	1	—	—	—	1
Westborough, . . . . .	1	—	—	—	2	3
West Boylston, . . . . .	—	1	—	1	—	2
Westfield, . . . . .	8	2	2	2	—	14
Westford, . . . . .	—	—	—	—	1	1
West Springfield, . . . . .	1	2	3	—	—	6
Weymouth, . . . . .	—	—	1	—	—	1
Whitman, . . . . .	—	2	2	1	1	6
Williamsburg, . . . . .	—	—	—	—	1	1
Williamstown, . . . . .	—	—	1	—	—	1
Winchester, . . . . .	—	1	—	—	—	1
WOBBURN, . . . . .	1	—	1	—	—	2
WORCESTER, . . . . .	13	12	7	10	6	48
In General, <sup>1</sup> . . . . .	—	—	1	—	2	3

<sup>1</sup> The term "In General" is used to indicate the fact that a strike affected more than one city or town.

As is to be expected we find Boston outranking all other places in the number of disputes, 188 taking place during the last five years. Boston is followed by Lynn with 89 strikes; Fall River with 64; Worcester with 48; Lowell with 47; Springfield with 43; Brockton with 29; and Holyoke, Lawrence, and New Bedford with 28 each.

The disputes occurring in these 10 cities aggregate 592, or 55.28 per cent of the total number in the State. In the four

largest textile centres there were 167 strikes recorded, and in the three largest boot and shoe districts 144 strikes. This does not necessarily mean that all these strikes occurred in the textile industry or in the boot and shoe industry, although this was the rule in the textile centres. An instance may be stated here in the case of Brockton where comparatively few strikes occurred in the boot and shoe industry. This is especially true during the last three years, and may be accounted for by the very strict working agreements which bind both sides and which can not be violated; grievances arising must be submitted to the State Board of Conciliation and Arbitration when an amicable agreement cannot be reached by local committees. It is a noticeable fact that but one strike occurred in the city of Brockton in 1904, one in 1905, and while there were seven in 1906, but two were in the boot and shoe industry.

The next table shows, by months, the disputes occurring during each of the five years 1902-06.

MONTHS.	NUMBER OF STRIKES IN —					
	1902	1903	1904	1905	1906	1902-06
October, . . . . .	9	15	8	5	18	5
November, . . . . .	14	11	16	7	15	63
December, . . . . .	15	8	12	3	6	44
January, . . . . .	24	19	7	10	17	77
February, . . . . .	11	18	17	9	23	77
March, . . . . .	27	23	18	23	19	111
April, . . . . .	33	25	27	14	29	128
May, . . . . .	50	37	33	22	32	174
June, . . . . .	35	15	23	21	18	112
July, . . . . .	23	21	14	17	11	86
August, . . . . .	23	11	9	16	22	81
September, . . . . .	12	14	14	11	12	63
TOTALS, . . . . .	276	217	198	158	222	1,071

From the table it will be seen that the greater number of strikes during the past five years have begun in the month of May. This month has generally been accepted by labor organizations as the time for new agreements and working rules to take effect, and a large proportion of strikes are caused by the refusal of the employers to accede to the demands of the employees.

#### *Duration of Disputes.*

The duration of the disputes which began during the year ending September 30, 1906, amounted to 1,493 working days and the average duration for each dispute was 6.7 days.

The total number of working days lost by those directly involved was 293,413, by those thrown out of work as a result of the strike action of others, 127,292, and the average number of working days lost in each dispute 1,895. The average number of working days lost by each striker was 15.8 days. The average number of working days lost by each employee indirectly involved was 7.3 days.

The following table classifies the disputes of 1906 according to the number of days they were in progress:

DURATION.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost
		Directly	Indirectly	Totals	
Less than 1 day, . . . . .	4	158	—	158	80
1 day, . . . . .	37	2,068	1,232	3,300	3,358
1½ days, . . . . .	1	18	—	18	27
2 days, . . . . .	29	2,127	697	2,824	5,648
2½ days, . . . . .	1	185	6	191	478
3 days, . . . . .	18	885	1,443	2,328	6,984
4 days, . . . . .	14	877	9,147	10,024	40,090
5 days, . . . . .	4	174	25	199	995
1 week, . . . . .	26	2,031	1,030	3,061	16,275
7 days, . . . . .	5	199	265	464	3,248
8 days, . . . . .	2	120	—	120	960
9 days, . . . . .	4	144	455	599	5,391
10 days, . . . . .	2	171	—	171	1,710
11 days, . . . . .	3	107	—	107	1,147
2 weeks, . . . . .	8	1,084	21	1,105	13,260
13 days, . . . . .	4	1,313	1,200	2,513	32,669
14 days, . . . . .	3	130	—	130	1,820
15 days, . . . . .	2	264	—	264	3,960
16 days, . . . . .	1	26	—	26	416
17 days, . . . . .	1	6	40	46	782
3 weeks, . . . . .	4	1,660	950	2,610	46,980
19 days, . . . . .	1	15	30	45	855
21 days, . . . . .	2	200	140	340	6,240
23 days, . . . . .	2	288	—	288	6,624
4 weeks, . . . . .	2	432	50	482	11,568
25 days, . . . . .	2	205	—	205	5,125
26 days, . . . . .	4	493	6	499	12,974
28 days, . . . . .	1	14	—	14	392
29 days, . . . . .	1	178	78	256	7,424
5 weeks, . . . . .	2	80	—	80	2,400
31 days, . . . . .	2	200	—	200	1,875
32 days, . . . . .	2	139	28	167	5,344
33 days, . . . . .	1	370	—	370	12,210
34 days, . . . . .	1	27	—	27	918
36 days, . . . . .	1	65	—	65	2,340
44 days, . . . . .	1	45	—	45	1,980
50 days, . . . . .	3	144	99	243	12,150
56 days, . . . . .	1	35	315	350	19,600
59 days, . . . . .	1	225	—	225	6,750
68 days, . . . . .	1	150	—	150	10,200
73 days, . . . . .	1	54	25	79	5,767
76 days, . . . . .	1	325	50	375	28,500
78 days, . . . . .	1	62	32	94	7,332
81 days, . . . . .	1	350	—	350	25,750
100 days, . . . . .	2	392	—	392	39,200
101 days, . . . . .	1	9	—	9	909
Indefinite, . . . . .	11	324	26	350	—
TOTALS, . . . . .	222	18,568	17,390	35,958	420,705

It will be seen from the table that the majority of disputes were of short duration. Thus of the 222 disputes of the year,

108, or 48.65 per cent, involving 52.96 per cent of the total number of employees engaged in all the disputes of the year, lasted less than one week. The percentage of disputes lasting less than two weeks was 150, or 67.57 per cent. Only 14, or 6.31 per cent of the total number of disputes, lasted more than six weeks, but these disputes accounted for 37.59 per cent of the working days lost in all the disputes commencing in 1905.

The following table shows by groups of trades the number of disputes, the number of employees on strike, the number of employees thrown out of work owing to the strikes, the total number of employees involved, and the number of working days lost.

GROUPS OF TRADES.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost
		Directly	Indirectly	Totals	
Boots and shoes, . . . . .	35	1,884	11,220	13,104	54,356
Building, . . . . .	44	4,286	175	4,461	67,494
City and town employees, . . . . .	4	96	10	106	156
Clothing, . . . . .	3	84	—	84	1,749
Conveyances, . . . . .	4	591	200	791	13,521
Food, tobacco, and liquors, . . . . .	4	1,740	700	2,440	39,863
Leather and rubber goods, . . . . .	3	214	750	964	5,608
Machinery and metals, . . . . .	28	1,503	266	1,769	46,623
Paper and paper goods, . . . . .	4	422	20	442	12,300
Printing, publishing, and book-binding, . . . . .	11	611	139	750	36,454
Stone and clay products, . . . . .	12	1,879	1,147	3,026	24,232
Textiles, . . . . .	50	4,070	2,652	6,722	78,724
Transportation, . . . . .	10	569	61	630	8,085
Water, light, and power, . . . . .	1	31	—	31	93
Wooden goods, . . . . .	9	588	50	638	31,447
TOTALS, . . . . .	222	18,568	17,390	35,958	420,705

The textile industry shows the largest number (50) of disputes as well as the largest number of working days lost, — 78,724; the building trades follows with 44 disputes and 67,494 working days lost; the boot and shoe industry comes next with 35 disputes and 54,356 working days lost. These three groups of trades were responsible for 58.11 per cent of the disputes and the greatest loss of time, — 200,574 working days, or 47.68 per cent of the total number of working days lost.

The following table shows to what extent the disputes of 1906 arising out of the various causes were successful to the employees directly involved, the number that were failures for the employees, the number that were compromised, and the number that were pending on September 30, 1906.

	PRINCIPAL CAUSES.	NUMBER OF —			Results of Disputes	
		Disputes	Employees Directly Involved	Working Days Lost by Employees Directly Involved	SUCCESSFUL	
					Number of Disputes	Number of Employees Involved
1	<b>Wages,</b>	<b>113</b>	<b>8,929</b>	<b>138,518</b>	<b>36</b>	<b>5,224</b>
2	For increase,	93	7,636	124,216	33	4,875
3	Against decrease,	3	38	72	—	—
4	System of payment,	6	299	1,270	1	29
5	Readjustment of rates,	8	755	12,449	2	320
6	Other,	3	101	511	—	—
7	<b>Hours of labor,</b>	<b>32</b>	<b>2,699</b>	<b>68,225</b>	<b>14</b>	<b>1,569</b>
8	For decrease,	32	2,699	68,225	14	1,569
9	<b>Employment of particular classes or persons,</b>	<b>29</b>	<b>2,673</b>	<b>23,019</b>	<b>5</b>	<b>259</b>
10	Against employment of apprentices,	2	58	214	1	45
11	For reinstatement of discharged employees,	13	1,706	20,676	1	30
12	Against employment of certain officials,	10	827	1,837	2	164
13	Other,	4	82	292	1	20
14	<b>Working conditions,</b>	<b>19</b>	<b>1,486</b>	<b>16,074</b>	<b>6</b>	<b>249</b>
15	For change in existing arrangements,	13	1,195	12,677	4	210
16	Against change in existing arrangements,	4	249	3,099	2	39
17	Other,	2	42	298	—	—
18	<b>Trade unionism,</b>	<b>26</b>	<b>2,715</b>	<b>47,369</b>	<b>8</b>	<b>1,464</b>
19	Union or closed shop,	21	2,610	46,335	7	1,460
20	Recognition of union,	3	44	368	1	4
21	Other,	2	64	666	—	—
22	<b>Sympathy,</b>	<b>3</b>	<b>63</b>	<b>208</b>	<b>—</b>	<b>—</b>
23	TOTALS,	222	18,568	293,413	69	8,765

It will be seen that of the 8,929 people engaged in wage disputes, 5,224, or 58.51 per cent, were successful, while 2,146, or 24.03 per cent, were unsuccessful, and 1,465, or 16.41 per cent, arranged compromises. On questions of hours of labor, the balance of success was with the employees; in disputes in which the principal cause is classified as trade unionism a large proportion of the employees directly involved was successful. On all other questions the balance of success lay with the employers.

Taking all the disputes of the year without distinction of cause, it is found that 8,765, or 47.21 per cent of the employees directly involved, were successful, while 7,858, or 42.32 per cent,



## Results of Disputes

COMPROMISED		FAILED						PENDING		
		Men Reinstated		Places Filled		Total				
Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	
23	1,465	21	1,143	29	1,003	50	2,146	4	94	1
19	1,150	14	816	23	789	37	1,617	4	94	2
-	-	2	14	1	24	3	38	-	-	3
1	150	1	18	3	102	4	120	-	-	4
2	155	3	215	1	65	4	280	-	-	5
1	10	1	80	1	11	2	91	-	-	6
1	50	3	159	10	760	13	919	4	161	7
1	50	3	159	10	760	13	919	4	161	8
2	115	11	1,997	11	302	22	2,299	-	-	9
-	-	1	13	-	-	1	13	-	-	10
-	-	6	1,524	6	152	12	1,676	-	-	11
2	115	3	430	3	118	6	548	-	-	12
-	-	1	30	2	32	3	62	-	-	13
1	50	9	735	3	442	12	1,177	-	-	14
1	60	6	515	2	410	8	925	-	-	15
-	-	2	210	-	-	2	210	-	-	16
-	-	1	10	1	32	2	42	-	-	17
-	-	4	531	14	723	18	1,254	-	-	18
-	-	3	518	11	632	14	1,150	-	-	19
-	-	-	-	2	40	2	40	-	-	20
-	-	1	13	1	51	2	64	-	-	21
-	-	-	-	3	63	3	63	-	-	22
27	1,690	48	4,565	70	3,293	118	7,858	8	255	23

were unsuccessful, 1,690, or 9.10 per cent, arranged compromises, and 255, or 1.37 per cent, were involved in strikes that were pending at the close of the year ending September 30, 1906.

*Groups of Trades.*

The following table shows the number of disputes, the number of employees involved directly and indirectly, and the number of working days lost (by those affected directly and indirectly), classified according to the groups of trades in which the disputes occurred:

GROUPS OF TRADES.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			NUMBER OF WORKING DAYS LOST		
		Directly	In-directly	Total	Directly	In-directly	Total
<b>Boots and shoes,</b>	<b>35</b>	<b>1,884</b>	<b>11,220</b>	<b>13,104</b>	<b>11,213</b>	<b>43,143</b>	<b>54,356</b>
<b>Building,</b>	<b>44</b>	<b>4,286</b>	<b>175</b>	<b>4,461</b>	<b>63,854</b>	<b>3,640</b>	<b>67,494</b>
Carpentering,	16	2,171	80	2,251	25,297	2,286	27,583
Electric wiring,	3	399	50	449	9,254	1,200	10,454
Excavating,	5	547	-	547	577	-	577
Marble cutting and tile setting,	2	107	7	114	803	28	831
Masonry,	4	181	5	186	746	60	806
Painting,	4	258	-	258	265	-	265
Plumbing,	3	119	33	152	758	66	824
Building (general),	2	388	-	388	25,788	-	25,788
Miscellaneous, <sup>1</sup>	5	116	-	116	366	-	366
<b>City and town employees,</b>	<b>4</b>	<b>96</b>	<b>10</b>	<b>106</b>	<b>146</b>	<b>10</b>	<b>156</b>
<b>Clothing,</b>	<b>3</b>	<b>84</b>	<b>-</b>	<b>84</b>	<b>1,749</b>	<b>-</b>	<b>1,749</b>
Buttons,	1	65	-	65	780	-	780
Hats,	1	10	-	10	60	-	60
Men's clothing,	1	9	-	9	909	-	909
<b>Conveyances,</b>	<b>4</b>	<b>591</b>	<b>200</b>	<b>791</b>	<b>12,121</b>	<b>1,400</b>	<b>13,521</b>
Carriage and wagon working,	2	455	-	455	11,230	-	11,230
Motor vehicles,	1	61	-	61	366	-	366
Ship building,	1	75	200	275	525	1,400	1,925
<b>Food, liquors, and tobacco,</b>	<b>4</b>	<b>1,740</b>	<b>700</b>	<b>2,440</b>	<b>27,263</b>	<b>12,600</b>	<b>39,863</b>
Cigars,	1	1,500	700	2,200	27,000	12,600	39,600
Ice,	1	50	-	50	50	-	50
Liquors,	2	190	-	190	213	-	213

<sup>1</sup> Includes iron erectors, hoisting engineers, and metal lathers.

The following table shows the number of disputes and the number of employees directly involved in the disputes in

GROUPS OF TRADES AND CAUSES.		Results			
		SUCCESSFUL		COMPROMISED	
		Number of Disputes	Number of Employees Directly Involved	Number of Disputes	Number of Employees Directly Involved
1	<b>Boots and Shoes.</b>	<b>11</b>	<b>837</b>	<b>8</b>	<b>446</b>
2	WAGES,	4	204	7	386
3	For increase,	4	204	4	81
4	System of payment,	-	-	1	150
5	Readjustment of rates,	-	-	2	155
6	HOURS OF LABOR,	1	80	-	-
7	For decrease,	1	80	-	-
8	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS,	2	61	-	-
9	WORKING CONDITIONS,	2	47	1	60
10	TRADE UNIONISM,	2	445	-	-
11	<b>Building.</b>	<b>18</b>	<b>2,498</b>	<b>2</b>	<b>102</b>
12	WAGES,	12	2,035	2	102
13	For increase,	12	2,035	2	102
14	Against decrease,	-	-	-	-
15	HOURS OF LABOR,	1	350	-	-
16	For decrease,	1	350	-	-
17	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS,	1	20	-	-
18	WORKING CONDITIONS,	-	-	-	-
19	TRADE UNIONISM,	4	93	-	-
20	SYMPATHY,	-	-	-	-

Groups of Trades.	Number of Dis-putes	NUMBER OF EMPLOYEES INVOLVED			NUMBER OF WORKING DAYS LOST		
		Directly	In-directly	Total	Directly	In-directly	Total
<b>Leather and rubber goods,</b>	<b>3</b>	<b>214</b>	<b>750</b>	<b>964</b>	<b>1,108</b>	<b>4,500</b>	<b>5,608</b>
Leather, . . . . .	1	20	—	20	120	—	120
Rubber, . . . . .	2	194	750	944	988	4,500	5,488
<b>Machinery and metals, . . . . .</b>	<b>28</b>	<b>1,503</b>	<b>266</b>	<b>1,769</b>	<b>40,437</b>	<b>6,186</b>	<b>46,623</b>
Foundries, . . . . .	7	481	16	497	4,722	184	4,906
Machine shop products, . . . . .	10	588	32	620	25,274	2,496	27,770
Metal goods, . . . . .	11	434	218	652	10,441	3,506	13,947
<b>Paper and paper goods, . . . . .</b>	<b>4</b>	<b>422</b>	<b>20</b>	<b>442</b>	<b>12,260</b>	<b>40</b>	<b>12,300</b>
<b>Printing, publishing, and bookbinding, . . . . .</b>	<b>11</b>	<b>611</b>	<b>139</b>	<b>750</b>	<b>31,424</b>	<b>5,030</b>	<b>36,454</b>
<b>Stone and clay products, . . . . .</b>	<b>12</b>	<b>1,879</b>	<b>1,147</b>	<b>3,026</b>	<b>19,702</b>	<b>4,530</b>	<b>24,232</b>
Asbestos, . . . . .	1	96	—	96	3,072	—	3,072
Lime, . . . . .	2	48	—	48	148	—	148
Stone, . . . . .	9	1,735	1,147	2,882	16,482	4,530	21,012
<b>Textiles, . . . . .</b>	<b>50</b>	<b>4,070</b>	<b>2,652</b>	<b>6,722</b>	<b>36,738</b>	<b>41,986</b>	<b>78,724</b>
Carpets, . . . . .	4	230	—	230	1,744	—	1,744
Cotton goods, . . . . .	32	3,032	1,679	4,711	22,848	17,462	40,310
Dyeing and bleaching, . . . . .	2	242	—	242	6,767	—	6,767
Knit goods, . . . . .	2	66	—	66	451	—	451
Woolen and worsted goods, . . . . .	10	500	973	1,473	4,928	24,524	29,452
<b>Transportation, . . . . .</b>	<b>10</b>	<b>569</b>	<b>61</b>	<b>630</b>	<b>7,658</b>	<b>427</b>	<b>8,085</b>
Railway, . . . . .	5	401	—	401	5,781	—	5,781
Shipping, . . . . .	3	133	—	133	1,702	—	1,702
Teaming, . . . . .	2	35	61	96	175	427	602
<b>Water, light, and power, . . . . .</b>	<b>1</b>	<b>31</b>	<b>—</b>	<b>31</b>	<b>93</b>	<b>—</b>	<b>93</b>
<b>Wooden goods, . . . . .</b>	<b>9</b>	<b>588</b>	<b>50</b>	<b>638</b>	<b>27,647</b>	<b>3,800</b>	<b>31,447</b>

the different groups of trades, classified according to causes and results:

Results						NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost	
FAILED		PENDING AND NOT STATED		TOTAL		Directly	In-directly	Total		
Number of Dis-putes	Number of Em-ployees Directly Involved	Number of Dis-putes	Number of Em-ployees Directly Involved	Number of Dis-putes	Number of Em-ployees Directly Involved					
16	601	-	-	35	1,884	1,884	11,220	13,104	54,356	1
8	304	-	-	19	894	894	1,495	2,389	7,939	2
6	136	-	-	14	421	421	95	516	2,761	3
1	18	-	-	2	168	168	-	168	168	4
1	150	-	-	3	305	305	1,400	1,705	5,010	5
2	119	-	-	3	199	199	25	224	6,267	6
2	119	-	-	3	199	199	25	224	6,267	7
3	66	-	-	5	127	127	457	584	1,697	8
2	42	-	-	5	149	149	1,243	1,392	3,548	9
1	70	-	-	3	515	515	8,000	8,515	34,905	10
22	1,657	2	29	44	4,286	4,286	175	4,461	67,494	11
8	670	1	12	23	2,819	2,819	-	2,819	47,583	12
7	646	1	12	22	2,795	2,795	-	2,795	47,559	13
1	24	-	-	1	24	24	-	24	24	14
1	125	1	17	3	492	492	2	494	1,021	15
1	125	1	17	3	492	492	2	494	1,021	16
2	81	-	-	3	101	101	-	101	183	17
2	400	-	-	2	400	400	50	450	9,650	18
7	329	-	-	11	422	422	116	538	8,821	19
2	52	-	-	2	52	52	7	59	236	20

	GROUPS OF TRADES AND CAUSES.	Results			
		SUCCESSFUL		COMPROMISED	
		Number of Disputes	Number of Employees Directly Involved	Number of Disputes	Number of Employees Directly Involved
1	<b>City and Town Employees.</b>	-	-	-	-
2	WAGES, . . . . .	-	-	-	-
3	For increase, . . . . .	-	-	-	-
4	HOURS OF LABOR, . . . . .	-	-	-	-
5	For decrease, . . . . .	-	-	-	-
6	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS, . . . . .	-	-	-	-
7	<b>Clothing.</b>	1	9	-	-
8	WAGES, . . . . .	-	-	-	-
9	System of payment, . . . . .	-	-	-	-
10	Readjustment of rates, . . . . .	-	-	-	-
11	WORKING CONDITIONS, . . . . .	1	9	-	-
12	<b>Conveyances.</b>	2	500	-	-
13	HOURS OF LABOR, . . . . .	1	425	-	-
14	For decrease, . . . . .	1	425	-	-
15	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS, . . . . .	-	-	-	-
16	WORKING CONDITIONS, . . . . .	1	75	-	-
17	TRADE UNIONISM, . . . . .	-	-	-	-
18	<b>Food, Tobacco, and Liquors.</b>	2	1,583	1	107
19	WAGES, . . . . .	1	1,500	1	107
20	For increase, . . . . .	1	1,500	1	107
21	HOURS OF LABOR, . . . . .	1	83	-	-
22	For decrease, . . . . .	1	83	-	-
23	<b>Leather and Leather Goods.</b>	-	-	-	-
24	WAGES, . . . . .	-	-	-	-
25	System of payment, . . . . .	-	-	-	-
26	Readjustment of rates, . . . . .	-	-	-	-
27	WORKING CONDITIONS, . . . . .	-	-	-	-
28	<b>Machinery and Metals.</b>	6	494	4	191
29	WAGES, . . . . .	3	403	3	126
30	For increase, . . . . .	3	403	3	126
31	System of payment, . . . . .	-	-	-	-
32	HOURS OF LABOR, . . . . .	2	46	-	-
33	For decrease, . . . . .	2	46	-	-
34	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS, . . . . .	1	45	1	65
35	TRADE UNIONISM, . . . . .	-	-	-	-
36	<b>Paper and Paper Goods.</b>	1	370	2	40
37	WAGES, . . . . .	1	370	2	40
38	For increase, . . . . .	1	370	1	30
39	Other, . . . . .	-	-	1	10
40	<b>Printing, Publishing, and Bookbinding.</b>	1	31	-	-
41	HOURS OF LABOR, . . . . .	1	31	-	-
42	For decrease, . . . . .	1	31	-	-
43	SYMPATHY, . . . . .	-	-	-	-
44	<b>Stone and Clay Products.</b>	9	1,718	1	96
45	WAGES, . . . . .	3	218	1	96
46	For increase, . . . . .	2	68	1	96
47	Readjustment of rates, . . . . .	1	150	-	-
48	HOURS OF LABOR, . . . . .	3	441	-	-
49	For decrease, . . . . .	3	441	-	-
50	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS, . . . . .	1	133	-	-
51	TRADE UNIONISM, . . . . .	2	926	-	-

Results						NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost	
FAILED		PENDING AND NOT STATED		TOTAL		Directly	In-directly	Total		
Number of Disputes	Number of Em- ployees Directly Involved	Number of Disputes	Number of Em- ployees Directly Involved	Number of Disputes	Number of Em- ployees Directly Involved					
4	96	-	-	4	96	96	10	106	156	1
2	50	-	-	2	50	50	10	60	110	2
2	50	-	-	2	50	50	10	60	110	3
1	30	-	-	1	30	30	-	30	30	4
1	30	-	-	1	30	30	-	30	30	5
1	16	-	-	1	16	16	-	16	16	6
2	75	-	-	3	84	84	-	84	1,749	7
2	75	-	-	2	75	75	-	75	840	8
1	10	-	-	1	10	10	-	10	60	9
1	65	-	-	1	65	65	-	65	780	10
-	-	-	-	1	9	9	-	9	909	11
2	91	-	-	4	591	591	200	791	13,521	12
-	-	-	-	1	425	425	-	425	11,050	13
-	-	-	-	1	425	425	-	425	11,050	14
1	30	-	-	1	30	30	-	30	180	15
-	-	-	-	1	75	75	200	275	1,925	16
1	61	-	-	1	61	61	-	61	366	17
1	50	-	-	4	1,740	1,740	700	2,440	39,863	18
1	50	-	-	3	1,657	1,657	700	2,357	39,757	19
1	50	-	-	3	1,657	1,657	700	2,357	39,757	20
-	-	-	-	1	83	83	-	83	106	21
-	-	-	-	1	83	83	-	83	106	22
3	214	-	-	3	214	214	750	964	5,608	23
2	64	-	-	2	64	64	-	64	208	24
1	20	-	-	1	20	20	-	20	120	25
1	44	-	-	1	44	44	-	44	88	26
1	150	-	-	1	150	150	750	900	5,400	27
15	736	3	82	28	1,503	1,503	266	1,769	46,623	28
6	218	3	82	15	829	829	76	905	19,365	29
5	146	3	82	14	757	757	76	833	18,501	30
1	72	-	-	1	72	72	-	72	864	31
2	180	-	-	4	226	226	-	226	17,069	32
2	180	-	-	4	226	226	-	226	17,069	33
3	171	-	-	5	281	281	160	441	5,105	34
4	167	-	-	4	167	167	30	197	5,084	35
1	12	-	-	4	422	422	20	442	12,300	36
1	12	-	-	4	422	422	20	442	12,300	37
1	12	-	-	3	412	412	-	412	12,252	38
-	-	-	-	1	10	10	20	30	60	39
7	436	3	144	11	611	611	139	750	36,454	40
6	425	3	144	10	600	600	139	739	36,454	41
6	425	3	144	10	600	600	139	739	36,454	42
1	11	-	-	1	11	11	-	11	-	43
2	65	-	-	12	1,879	1,879	1,147	3,026	24,232	44
2	65	-	-	6	379	379	1,062	1,441	19,177	45
2	65	-	-	5	229	229	1,062	1,291	8,977	46
-	-	-	-	1	150	150	-	150	10,200	47
-	-	-	-	3	441	441	74	515	2,551	48
-	-	-	-	3	441	441	74	515	2,551	49
-	-	-	-	1	133	133	11	144	288	50
-	-	-	-	2	926	926	-	926	2,216	51



GROUPS OF TRADES AND CAUSES.		Results			
		SUCCESSFUL		COMPROMISED	
		Number of Disputes	Number of Employees Directly Involved	Number of Disputes	Number of Employees Directly Involved
1	<b>Textiles.</b>	<b>13</b>	<b>615</b>	<b>9</b>	<b>708</b>
2	WAGES, . . . . .	10	447	7	608
3	For increase, . . . . .	8	248	7	608
4	Against decrease, . . . . .	-	-	-	-
5	System of payment, . . . . .	1	29	-	-
6	Readjustment of rates, . . . . .	1	170	-	-
7	Other, . . . . .	-	-	-	-
8	HOURS OF LABOR, . . . . .	1	50	1	50
9	For decrease, . . . . .	1	50	1	50
10	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS, . . . . .	-	-	1	50
11	WORKING CONDITIONS, . . . . .	2	118	-	-
12	<b>Transportation.</b>	<b>1</b>	<b>25</b>	-	-
13	WAGES, . . . . .	1	25	-	-
14	For increase, . . . . .	1	25	-	-
15	Other, . . . . .	-	-	-	-
16	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS, . . . . .	-	-	-	-
17	WORKING CONDITIONS, . . . . .	-	-	-	-
18	TRADE UNIONISM, . . . . .	-	-	-	-
19	<b>Water, Light, and Power.</b>	-	-	-	-
20	WAGES, . . . . .	-	-	-	-
21	For increase, . . . . .	-	-	-	-
22	<b>Wooden Goods.</b>	<b>4</b>	<b>85</b>	-	-
23	WAGES, . . . . .	1	22	-	-
24	For increase, . . . . .	1	22	-	-
25	HOURS OF LABOR, . . . . .	3	63	-	-
26	For decrease, . . . . .	3	63	-	-
27	WORKING CONDITIONS, . . . . .	-	-	-	-
28	TRADE UNIONISM, . . . . .	-	-	-	-

The next table shows the number of disputes and the number of employees directly and indirectly involved in the disputes

GROUPS OF TRADES.		BY DIRECT NEGOTIATIONS		BY ARBITRATION		BY RETURN TO WORK ON EMPLOYERS' TERMS	
		Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved
1	<b>Boots and Shoes, . . . . .</b>	<b>17</b>	<b>3,794</b>	<b>5</b>	<b>8,778</b>	<b>2</b>	<b>29</b>
2	<b>Building. . . . .</b>	<b>23</b>	<b>3,054</b>	-	-	<b>3</b>	<b>334</b>
3	Carpentering, . . . . .	10	1,732	-	-	1	256
4	Electric wiring, . . . . .	-	-	-	-	-	-
5	Excavating, . . . . .	3	427	-	-	1	60
6	Marble cutting and tile setting, . . . . .	1	75	-	-	-	-
7	Masonry, . . . . .	2	112	-	-	1	18
8	Painting, . . . . .	2	223	-	-	-	-
9	Plumbing, . . . . .	1	37	-	-	-	-
10	Building (general), . . . . .	2	388	-	-	-	-
11	Miscellaneous, . . . . .	2	60	-	-	-	-
12	<b>City and Town Employees, . . . . .</b>	-	-	-	-	<b>2</b>	<b>60</b>

Results						NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost	
FAILED		PENDING AND NOT STATED		TOTAL		Directly	In-directly	Total		
Number of Disputes	Number of Em- ployees Directly Involved	Number of Disputes	Number of Em- ployees Directly Involved	Number of Disputes	Number of Em- ployees Directly Involved					
28	2,747	-	-	50	4,070	4,070	2,652	6,722	78,724	1
13	474	-	-	30	1,529	1,529	1,006	2,535	36,838	2
9	359	-	-	24	1,215	1,215	676	1,891	34,021	3
2	14	-	-	2	14	14	80	94	208	4
-	-	-	-	1	29	29	-	29	58	5
1	21	-	-	2	191	191	-	191	571	6
1	80	-	-	1	80	80	250	330	1,980	7
-	-	-	-	2	100	100	-	100	500	8
-	-	-	-	2	100	100	-	100	500	9
10	1,813	-	-	11	1,863	1,863	1,396	3,259	32,730	10
5	460	-	-	7	578	578	250	828	8,646	11
9	544	-	-	10	569	569	61	630	8,085	12
3	46	-	-	4	71	71	61	132	739	13
2	35	-	-	3	60	60	61	121	728	14
1	11	-	-	1	11	11	-	11	11	15
2	122	-	-	2	122	122	-	122	1,691	16
1	100	-	-	1	100	100	-	100	200	17
3	276	-	-	3	276	276	-	276	5,455	18
1	31	-	-	1	31	31	-	31	93	19
1	31	-	-	1	31	31	-	31	93	20
1	31	-	-	1	31	31	-	31	93	21
5	503	-	-	9	588	588	50	638	31,447	22
1	87	-	-	2	109	109	-	109	1,526	23
1	87	-	-	2	109	109	-	109	1,526	24
1	40	-	-	4	103	103	-	103	316	25
1	40	-	-	4	103	103	-	103	316	26
1	25	-	-	1	25	25	-	25	325	27
2	351	-	-	2	351	351	50	401	29,280	28

which occurred in the different groups of trades, classified according to the method of settlement:

BY FILLING PLACES		BY SHUTTING DOWN		BY UNION ORDERING MEN TO RETURN UNDER FORMER CONDITIONS		INDEFINITE OR UNSETTLED		TOTAL		
Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	
<b>8</b>	<b>477</b>	-	-	-	-	<b>2</b>	<b>26</b>	<b>35</b>	<b>13,104</b>	<b>1</b>
<b>16</b>	<b>1,044</b>	-	-	<b>2</b>	<b>29</b>	-	-	<b>44</b>	<b>4,461</b>	<b>2</b>
5	263	-	-	-	-	-	-	16	2,251	3
3	449	-	-	-	-	-	-	3	449	4
1	60	-	-	-	-	-	-	5	547	5
1	39	-	-	-	-	-	-	2	114	6
1	56	-	-	-	-	-	-	4	186	7
1	18	-	-	1	17	-	-	4	258	8
2	115	-	-	-	-	-	-	3	152	9
-	-	-	-	-	-	-	-	2	388	10
2	44	-	-	1	12	-	-	5	116	11
<b>2</b>	<b>46</b>	-	-	-	-	-	-	<b>4</b>	<b>106</b>	<b>12</b>

GROUPS OF TRADES.	BY DIRECT NEGOTIATIONS		BY ARBITRATION		BY RETURN TO WORK ON EM- PLOYERS' TERMS	
	Number of Dis- putes	Number of Em- ployees Involved	Number of Dis- putes	Number of Em- ployees Involved	Number of Dis- putes	Number of Em- ployees Involved
1 <b>Clothing,</b> . . . . .	1	9	-	-	-	-
2 Buttons, . . . . .	-	-	-	-	-	-
3 Hats, . . . . .	-	-	-	-	-	-
4 Men's clothing, . . . . .	1	9	-	-	-	-
5 <b>Conveyances,</b> . . . . .	1	275	1	425	1	30
6 Carriage and wagon working, . . . . .	-	-	1	425	1	30
7 Motor vehicles, . . . . .	-	-	-	-	-	-
8 Ship building, . . . . .	1	275	-	-	-	-
9 <b>Food, Tobacco, and Liquors,</b> . . . . .	3	2,390	-	-	1	50
10 Cigars, . . . . .	1	2,200	-	-	-	-
11 Ice, . . . . .	-	-	-	-	1	50
12 Liquors, . . . . .	2	190	-	-	-	-
13 <b>Leather and Rubber Goods,</b> . . . . .	1	900	-	-	1	44
14 Leather, . . . . .	-	-	-	-	-	-
15 Rubber, . . . . .	1	900	-	-	1	44
16 <b>Machinery and Metals,</b> . . . . .	13	1,138	-	-	1	15
17 Foundries, . . . . .	4	429	-	-	-	-
18 Machine shop products, . . . . .	4	267	-	-	1	15
19 Metal goods, . . . . .	5	442	-	-	-	-
20 <b>Paper and Paper Goods,</b> . . . . .	2	400	-	-	1	30
21 <b>Printing, Publishing, and Bookbinding,</b> . . . . .	1	71	-	-	-	-
22 <b>Stone and Clay Products,</b> . . . . .	9	2,811	1	150	-	-
23 Asbestos, . . . . .	1	96	-	-	-	-
24 Lime, . . . . .	1	23	-	-	-	-
25 Stone, . . . . .	7	2,692	1	150	-	-
26 <b>Textiles,</b> . . . . .	27	4,814	1	225	11	900
27 Carpets, . . . . .	2	100	-	-	1	10
28 Cotton goods, . . . . .	16	3,620	-	-	9	815
29 Dyeing and bleaching, . . . . .	-	-	1	225	-	-
30 Knit goods, . . . . .	1	55	-	-	-	-
31 Woolen and worsted goods, . . . . .	8	1,039	-	-	1	84
32 <b>Transportation,</b> . . . . .	1	100	2	195	-	-
33 Railway, . . . . .	1	100	-	-	-	-
34 Shipping, . . . . .	-	-	1	109	-	-
35 Teaming, . . . . .	-	-	1	86	-	-
36 <b>Water, Light, and Power,</b> . . . . .	-	-	-	-	1	31
37 <b>Wooden Goods,</b> . . . . .	4	85	-	-	2	65
38 <b>TOTALS,</b> . . . . .	103	19,841	11	9,773	26	1,597

### Localities.

The following table shows the number of disputes, the number of employees directly and indirectly involved, and the num-

CITIES AND TOWNS.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost
		Directly	Indirectly	Total	
Abington, . . . . .	2	161	-	161	172
Acushnet, . . . . .	1	40	-	40	80
Adams, . . . . .	2	1,205	1,200	2,405	30,905
Andover, . . . . .	2	69	40	109	175
Barre, . . . . .	1	200	70	270	1,080
BEVERLY, . . . . .	3	118	5	123	381
BOSTON, . . . . .	33	4,317	837	5,154	130,537
BROCKTON, . . . . .	7	509	2,493	3,002	6,154
Brookfield, . . . . .	1	9	200	209	1,881
Brookline, . . . . .	2	122	-	122	2,088
CAMBRIDGE, . . . . .	2	98	-	98	1,262
Chelmsford, . . . . .	2	81	46	127	338
CHELSEA, . . . . .	3	470	-	470	14,010

By Filling Places		By Shutting Down		By Union Ordering Men to Return Under Former Conditions		Indefinite or Unsettled		Total	
Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved	Number of Disputes	Number of Employees Involved
2	75	-	-	-	-	-	-	3	84
1	65	-	-	-	-	-	-	1	65
1	10	-	-	-	-	-	-	1	10
-	-	-	-	-	-	-	-	1	9
1	61	-	-	-	-	-	-	4	791
-	-	-	-	-	-	-	-	2	455
1	61	-	-	-	-	-	-	1	61
-	-	-	-	-	-	-	-	1	275
-	-	-	-	-	-	-	-	4	2,440
-	-	-	-	-	-	-	-	1	2,200
-	-	-	-	-	-	-	-	1	50
-	-	-	-	-	-	-	-	2	190
1	20	-	-	-	-	-	-	3	964
1	20	-	-	-	-	-	-	1	20
-	-	-	-	-	-	-	-	2	944
11	524	-	-	3	92	-	-	28	1,769
1	21	-	-	2	47	-	-	7	497
5	338	-	-	-	-	-	-	10	620
5	165	-	-	1	45	-	-	11	652
1	12	-	-	-	-	-	-	4	442
-	-	-	-	-	-	-	-	-	-
7	436	-	-	3	243	-	-	11	750
2	65	-	-	-	-	-	-	12	3,026
-	-	-	-	-	-	-	-	1	96
1	25	-	-	-	-	-	-	2	48
1	40	-	-	-	-	-	-	9	2,882
11	774	-	-	-	-	-	-	50	6,722
1	120	-	-	-	-	-	-	4	230
7	276	-	-	-	-	-	-	32	4,711
1	17	-	-	-	-	-	-	2	242
1	11	-	-	-	-	-	-	2	66
1	350	-	-	-	-	-	-	10	1,473
7	335	-	-	-	-	-	-	10	630
4	301	-	-	-	-	-	-	5	401
2	24	-	-	-	-	-	-	3	133
1	10	-	-	-	-	-	-	2	96
-	-	-	-	-	-	-	-	1	31
2	113	-	-	-	-	1	375	9	638
71	3,982	-	-	8	364	3	401	222	35,958
									38

ber of working days lost, classified according to the cities and towns in which the disputes occurred:

CITIES AND TOWNS.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost
		Directly	Indirectly	Total	
Cheshire, . . . . .	2	48	-	48	148
CHICOPEE, . . . . .	8	231	-	231	3,024
Clinton, . . . . .	2	110	-	110	1,344
Dalton, . . . . .	1	10	20	30	60
Dedham, . . . . .	1	35	315	350	19,600
East Longmeadow, . . . . .	1	60	-	60	1,260
EVERETT, . . . . .	1	35	10	45	540
FALL RIVER, . . . . .	9	400	-	400	1,191
FITCHBURG, . . . . .	1	18	-	18	36
Foxborough, . . . . .	1	10	-	10	60
GLOUCESTER, . . . . .	1	14	-	14	84
Grafton, . . . . .	1	27	-	27	27
HAVERHILL, . . . . .	5	180	61	241	1,187

CITIES AND TOWNS.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost
		Directly	Indirectly	Total	
HOLYOKE, . . . . .	4	127	—	127	393
Hyde Park, . . . . .	1	62	32	94	7,332
Ipswich, . . . . .	1	55	—	55	440
LAWRENCE, . . . . .	7	1,011	78	1,089	14,936
LOWELL, . . . . .	12	525	496	1,021	8,009
LYNN, . . . . .	17	1,190	8,142	9,332	78,514
MARLBOROUGH, . . . . .	1	65	—	65	520
Middleborough, . . . . .	1	60	—	60	30
Milford, . . . . .	3	171	1,073	1,244	4,598
Millbury, . . . . .	1	30	20	50	100
Milton, . . . . .	1	26	—	26	416
NEW BEDFORD, . . . . .	5	707	6	713	6,327
NEWBURYPORT, . . . . .	3	99	—	99	232
NORTH ADAMS, . . . . .	3	105	—	105	825
NORTHAMPTON, . . . . .	1	15	30	45	855
North Attleborough, . . . . .	2	58	—	58	158
Northbridge, . . . . .	1	40	10	50	50
Norwood, . . . . .	2	65	—	65	1,620
Palmer, . . . . .	1	21	—	21	42
PITTSFIELD, . . . . .	3	280	—	280	3,850
QUINCY, . . . . .	2	975	200	1,175	3,725
Revere, . . . . .	1	82	71	153	7,650

In the following detailed statement the names of establishments have not been given for many apparent reasons, but the

GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	Occupations	EMPLOYEES			DURATION		
		Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Num- ber of Work- ing Days Lost
		Di- rectly	Indi- rectly	Total			
<b>Boots and Shoes.</b>							
1 Abington, . . . . .	Welters, . . . . .	11	—	11	Oct. 25-26, . . . . .	2	22
2 Abington, . . . . .	Workers in sole leather and cutting room, . . . . .	150	—	150	Feb. 9, . . . . .	1	150
3 Beverly, . . . . .	Cutters, . . . . .	45	—	45	July 27, . . . . .	1	45
4 Brockton, . . . . .	Lasters, . . . . .	140	1,400	1,540	Dec. 12-14, . . . . .	3	4,620
5 Brockton, . . . . .	Operators on lasting ma- chines, . . . . .	60	1,000	1,060	May 31, . . . . .	1	1,060
6 Chelsea, . . . . .	Cutters, . . . . .	70	—	70	Dec. 14- . . . . .	18	1,260
7 Chelsea, . . . . .	Lasters, . . . . .	30	—	30	Feb. 19, . . . . .	18	540
8 Everett, . . . . .	Cutters, . . . . .	35	10	45	Feb. 10- . . . . .	12	540
9 Haverhill, . . . . .	Turn workmen, . . . . .	30	—	30	Oct. 16-23, . . . . .	7	210
10 Haverhill, . . . . .	Cutters, . . . . .	80	—	80	Oct. 23-25, . . . . .	3	240
11 Haverhill, . . . . .	Turn workmen, . . . . .	14	—	14	Nov. 27, . . . . .	3	42
12 Lowell, . . . . .	Lasters, . . . . .	32	200	232	Oct. 9-18, . . . . .	9	2,088
13 Lynn, . . . . .	Pullers-over, . . . . .	20	—	20	Oct. 23, . . . . .	1	20
14 Lynn, . . . . .	Lasters and welters, . . . . .	65	—	65	Nov. 28-29, . . . . .	2	130
15 Lynn, . . . . .	Cutters, . . . . .	16	—	16	Dec. 16, . . . . .	16	96



CITIES AND TOWNS.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Number of Working Days Lost
		Directly	Indirectly	Total	
Rockport, . . . . .	2	508	28	536	12,516
Rowley, . . . . .	2	48	—	48	78
SALEM, . . . . .	3	113	6	119	380
SOMERVILLE, . . . . .	1	20	—	20	120
Spencer, . . . . .	2	300	—	300	450
SPRINGFIELD, . . . . .	14	670	178	848	6,086
Sterling, . . . . .	1	100	—	100	200
Stoughton, . . . . .	1	54	25	79	5,767
TAUNTON, . . . . .	2	276	25	301	5,005
Uxbridge, . . . . .	1	4	80	84	168
WALTHAM, . . . . .	5	361	—	361	7,490
Ware, . . . . .	3	100	6	106	931
Warren, . . . . .	1	60	250	310	5,580
Watertown, . . . . .	2	160	750	910	5,460
Webster, . . . . .	1	10	—	10	10
Westborough, . . . . .	2	70	—	70	240
Westford, . . . . .	1	350	—	350	350
Whitman, . . . . .	1	31	447	478	956
Williamsburg, . . . . .	1	140	140	280	4,980
WORCESTER, . . . . .	6	202	—	202	2,112
In General, <sup>1</sup> . . . . .	2	645	—	645	3,580

<sup>1</sup> See note on page 14.

localities and the industries to which the establishments belong are all clearly specified:

Causes	Results	Methods of Settlement — Remarks	
For increase in wages, . . . .	Failed, . . . . .	By return to work on employers' terms without negotiations.	1
Against system of payment, . .	Compromise, . . . .	By arbitration.	2
Against employment of non-union workman.	Successful, . . . .	By direct negotiation.	3
On account of introduction of new machines.	Compromise, . . . .	By direct negotiation.	4
For change in working conditions.	Compromise, . . . .	By direct negotiation.	5
For closed shop, . . . . .	Failed, . . . . .	By filling places of employees.	6
For increase in wages, . . . .	Compromise, . . . .	By direct negotiation.	7
For reinstatement of discharged workman.	Failed, . . . . .	By filling places of employees.	8
Against introduction of string system.	Successful, . . . .	By direct negotiation.	9
For reduction in hours from 10 to nine.	Nine-hour day established.	By direct negotiation.	10
For increase in wages, . . . .	Failed, . . . . .	By filling places of employees.	11
Against imposition of fines for damaged shoes.	Failed, . . . . .	By filling places of employees.	12
For increase in wages, . . . .	Failed, . . . . .	By filling places of employees.	13
For new price list, . . . . .	Failed, . . . . .	By filling places of employees.	14
Against objectionable workmen.	Failed, . . . . .	By filling places of employees.	15

	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Number of Work- ing Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Boots and Shoes — Con.</b>							
1	Lynn, . .	Lasters, .	28	55	83	Dec. 28-Jan. 6.	9	747
2	Lynn, . .	Cutters, .	12	—	12	Feb. 2-6, .	4	48
3	Lynn, . .	Turn workmen,	25	—	25	Feb. 13-16, .	4	100
4	Lynn, . .	Cutters, .	20	—	20	Feb. 19-21, .	3	60
5	Lynn, . .	Lasting ma- chine oper- atives, .	17	43	60	Mar. 13-15, .	3	180
6	Lynn, . .	Cutters, .	10	—	10	Mar. 20-21, .	2	20
7	Lynn, . .	Turn workmen,	14	—	14	Mar. 28-Apr. 3.	6	84
8	Lynn, . .	Edge trim- mers, .	6	40	46	Apr. 6-25, .	17	782
9	Lynn, . .	Edge setters and edge trimmers, .	400	8,000	8,400	Apr. 21-25, .	4	33,600
10	Lynn, . .	Dinkers, .	16	—	16	May 21-22, .	1	16
11	Lynn, . .	Machine last- ers and pullers-over,	15	—	15	July 30— Aug. 4.	6	90
12	North Adams, .	Sole leather workers, .	15	—	15	Apr. 9-11, .	3	45
13	Rowley, . .	Cutters, .	30	—	30	Mar. 22-23, .	2	60
14	Rowley, . .	Cutters, .	18	—	18	Sept. 3, .	1	18
15	Salem, . .	Cutters, .	65	—	65	Jan. 29-Feb. 1.	4	260
16	Spencer, . .	Lasters, .	150	—	150	Feb. 24-26, .	2	300
17	Spencer, . .	Lasters, .	150	—	150	June 20, .	1	150
18	Stoughton, . .	Scourers, iron- ers and shavers, .	54	25	79	March 17— June 12.	73	5,767
19	Webster, . .	Good year stitchers, .	10	—	10	March 30, .	1	10
20	Whitman, . .	Treers, .	31	447	478	Feb. 22-24, .	2	956
	<b>Building. Carpentering.</b>							
21	Boston, . .	Bridge car- penters, .	125	2	127	May — .	16	671
22	Boston, . .	Wharf and bridge car- penters, .	25	—	25	Aug. 20, .	1	13
23	Brookline, . .	Carpenters, .	82	—	82	Oct., .	124	1,968
24	Fall River, . .	Carpenters, .	11	—	11	Aug. 30, .	2	22
25	Gloucester, . .	Carpenters, .	14	—	14	May 1, .	16	84
26	Lawrence, . .	Carpenters and joiners, .	178	78	256	Jan. 23-Feb. 26.	29	7,424
27	Lawrence, . .	Carpenters, .	500	—	500	May 1, .	12	6,000
28	Marlborough, . .	Carpenters, .	65	—	65	May 30-Apr. 7.	8	520
29	Newburyport, . .	Carpenters, .	18	—	18	May 1-12, .	11	168
30	North Attle- borough, . .	Carpenters, .	20	—	20	Aug. 7— .	16	120

Causes	Results	Methods of Settlement — Remarks	
For increase in wages, . . .	Successful, . . .	By arbitration.	1
For increase in wages, . . .	Compromise, . . .	By direct negotiation.	2
For increase in wages, . . .	Compromise, . . .	By direct negotiation.	3
For increase of $\frac{1}{2}$ cent a pair on special grade of shoe.	Successful, . . .	By arbitration.	4
For change in existing condi- tions.	Successful, . . .	By direct negotiation.	5
For increase in wages, . . .	Failed, men reinstated.	By direct negotiation.	6
For increase in wages, . . .	Compromise, . . .	By direct negotiation.	7
For increase in piece-work price.	Increase granted, . . .	By arbitration.	8
Against employment of strike breakers by local firm.	Successful, . . .	By arbitration.	9
For increase in wages, . . .	Failed, . . .	Union ordered men to return under former conditions.	10
For readjustment of rates, . .	Compromise, . . .	By direct negotiation.	11
Against objectionable fore- man.	Failed, . . .	Some of the strikers returned to work; places of others filled.	12
For reinstatement of dis- charged workmen.	Successful, . . .	By direct negotiation.	13
Against system of payment, . .	Failed, . . .	By return to work on em- ployers' terms.	14
For Saturday half-holiday, . .	Failed; men returned to work.	By direct negotiation.	15
Against proposed price list for new line of shoes.	Men returned to work; firm agreed not to make new line.	By direct negotiation.	16
For increase in wages, . . .	Successful, . . .	By direct negotiation.	17
For nine-hour workday, . . .	Failed, . . .	By arbitration.	18
Against imposition of fines for damaged shoes.	Failed, . . .	Union ordered men to return under former conditions.	19
Against objectionable foreman,	Successful, . . .	By direct negotiation.	20
For reduction of hours to eight a day.	With one exception no reduction granted.	By filling places of employees.	21
For increase in wages, . . .	Wages increased from \$15 to \$19.68 a week.	By direct negotiation.	22
To enforce wage rate of 41 cents an hour	Failed, . . .	By filling places of employees.	23
Against employment of non- unionists.	Successful, . . .	By direct negotiation.	24
Against employment of non- unionists.	Failed, . . .	By filling places of employees.	25
Trade unionism, . . .	Failed, . . .	By return to work on em- ployers' terms.	26
For increase in wages from \$2.50 to \$3 a day.	Successful, . . .	By direct negotiation.	27
A minimum wage of \$3 a day, .	Successful, . . .	By direct negotiation.	28
For increase in wages, . . .	Wages increased from \$15 to \$16.80 a week.	By direct negotiation.	29
Against open shop, . . .	Failed, . . .	By filling places of employees.	30

	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Num- ber of Work- ing Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Building</b> — Con.							
	<i>Carpentering</i> — Con.							
1	Pittsfield, .	Carpenters, .	250	—	250	Apr. 1, .	15	3,750
2	Somerville, .	Carpenters, .	20	—	20	Aug. 1, .	<sup>1</sup> 6	120
3	Springfield, .	Carpenters, .	20	—	20	Oct. 26, .	1	<sup>2</sup> —
4	Taunton, .	Carpenters, .	175	—	175	Apr. 1-30, .	25	4,375
5	Worcester, .	Carpenters, .	68	—	68	May 1-12, .	11	748
6	In General, .	Carpenters, .	600	—	600	May 1, .	6	1,600
	<i>Electric wiring.</i>							
7	Boston, .	Electrical workers.	350	50	400	Oct. 16- .	<sup>1</sup> 24	9,600
8	Worcester, .	Electricians, .	19	—	19	Apr. 13, .	26	494
9	Worcester, .	Electricians, .	30	—	30	Aug. 23- .	<sup>1</sup> 12	360
	<i>Excavating.</i>							
10	Beverly, .	Italian la- borers.	60	—	60	Feb. 22-23, .	2	120
11	Brockton, .	Portuguese la- borers.	50	—	50	Nov. 2, .	1	50
12	Grafton, .	Italian la- borers.	27	—	27	Nov. 1, .	1	27
13	Middleborough, .	Portuguese la- borers.	60	—	60	Nov. 2, .	<sup>1</sup> 2	30
14	Westford, .	Italian la- borers.	350	—	350	Oct. 3, .	1	350
	<i>Marble cutting and tile setting.</i>							
15	Boston, .	Marble cutters and setters.	32	7	39	Apr. 12-16, .	4	156
16	Boston, .	Tile setters and helpers.	75	—	75	May 1-10, .	9	675
	<i>Masonry.</i>							
17	Beverly, .	Stone cutters and masons.	13	5	18	Nov. 13, .	12	216
18	Boston, .	Bricklayers and masons.	56	—	56	Nov. 13, .	<sup>1</sup> 6	336
19	Boston, .	Bricklayers and masons.	91	—	91	June 1, .	—	191
20	Lawrence, .	Stonemasons, engineers, and derrick men.	21	—	21	Sept. 10-12, .	3	63
	<i>Painting.</i>							
21	Boston, .	Painters, .	15	—	15	March, .	2	30
22	Brockton, .	Painters and paper hang- ers.	208	—	208	Apr. 2, .	1	208
23	Newburyport, .	Painters, .	17	—	17	Sept. 4, .	Pend- ing.	—
24	Springfield, .	Painters, .	18	—	18	July 12-13, .	<sup>1</sup> 2	27

<sup>1</sup> Estimated.<sup>2</sup> Time lost by strikers was made up.

Causes	Results	Methods of Settlement — Remarks	
For increase in wages, . . .	Wages increased from \$15 to \$18 a week.	By direct negotiation.	1
For increase in wages, . . .	Failed, . . .	By filling places of employees.	2
Disagreement between two foremen.	One foreman retired, entire work placed under charge of one man.	By direct negotiation.	3
For increase in wages, . . .	Successful, . . .	By direct negotiation.	4
For increase in wages, . . .	Wages increased from \$16.80 to \$18 a week.	By direct negotiation.	5
For increase in wages, . . .	Wages increased from \$18 to \$19.68 a week.	By direct negotiation.	6
For change in working conditions.	Failed, . . .	By filling places of employees.	7
For increase in wages, . . .	Failed, . . .	By filling places of employees.	8
Lockout because of refusal of men to sign company's agreement.	Places filled, . . .	By filling places of employees.	9
For reinstatement of discharged workman.	Failed, . . .	By filling places of employees.	10
Misunderstanding in regard to housing laborers.	With few exceptions strikers returned to work.	By direct negotiation.	11
For increase in wages, . . .	Compromise, . . .	By direct negotiation.	12
For increase in wages and shorter workday.	Failed, some of the strikers returned; places of others filled.	By return to work on employers' terms.	13
For nine-hour workday, . . .	Successful, . . .	By direct negotiation.	14
Sympathy, . . . . .	Failed, . . .	By filling places of employees.	15
For increase in wages and Saturday half-holiday.	Wages increased from \$25.50 to \$26.40 and from \$13.50 to \$14.30; hours reduced from 47 to 44 a week.	By direct negotiation.	16
Trade union controversy, . . .	Failed, . . .	By return to work on employers' terms.	17
Against non-union workmen, . .	Failed, . . .	By filling places of employees.	18
For increase in wages from 55 to 60 cents an hour and Saturday half-holiday.	Generally successful, . .	By direct negotiation.	19
For reinstatement of suspended employee.	Failed; men returned to work.	By direct negotiation.	20
For increase in wages, . . .	Successful, . . .	By direct negotiation.	21
For minimum wage of \$2.75 a day and \$3 a day for foreman.	Successful, . . .	By direct negotiation.	22
For eight-hour day, . . .	Pending, . . .	Unsettled.	23
Against open shop, . . .	Failed, . . .	By filling places of employees.	24



	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Num- ber of Work- ing Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Building</b> — Con.							
	<i>Plumbing.</i>							
1	Brockton, . . .	Plumbers and steamfitters.	4	33	37	June 2-4, .	2	74
2	North Adams, .	Plumbers and sheet metal workers.	30	—	30	Apr. 2-May,	25	750
3	Springfield, .	Plumbers, .	85	—	85	Oct. 16-May 15.	Indefi- nite.	—
	<i>Building.</i> (general).							
4	Lynn, . . .	Carpenters, painters, plumbers, masons, electricians, lathers, plasterers, stairbuilders.	350	—	350	May 1, June 1, .	—	25,750
5	North Attle- borough.	Carpenters and painters.	38	—	38	May 1, .	1	38
	<i>Miscellaneous.</i>							
6	Boston, . . .	Metal lathers,	40	—	40	June 12-14,	3	120
7	Boston, . . .	Hoisting engi- neers.	20	—	20	June 30- July 5.	4	70
8	Boston, . . .	Hoisting engi- neers.	12	—	12	Sept. 24-30,	26	72
9	Lawrence, . .	Machinery hoisters.	24	—	24	Apr. 13, .	1	24
10	Springfield, .	Iron erectors.	20	—	20	Jan. 13-17,	4	80
	<b>City and Town Employees.</b>							
11	Milford, . . .	Italian labor- ers in sewer- age depart- ment.	30	—	30	Sept. 7, .	1	30
12	Northbridge, .	Laborers in sewerage de- partment.	40	10	50	Sept. 13, .	1	50
13	Pittsfield, . .	Italian labor- ers.	16	—	16	May 16, .	1	16
14	Watertown, . .	Laborers in moth de- partment.	10	—	10	Nov. 1-7, .	6	60
	<b>Clothing.</b>							
	<i>Buttons.</i>							
15	Springfield, .	Sawyers and turners.	65	—	65	Apr. 9, .	12	780
	<i>Hats.</i>							
16	Foxborough, .	Pressmen, .	10	—	10	Oct. 24, .	6	60
	<i>Men's Clothing.</i>							
17	Lowell, . . .	Coat makers, .	9	—	9	Nov. 8- March 8.	101	909
	<b>Conveyances.</b>							
	<i>Carriage and Wagon Working.</i>							
18	Boston, . . .	Carriage and wagon work- ers.	425	—	425	March 5- Apr. 3.	26	11,050
19	Springfield, .	Carriage trimmers.	30	—	30	Aug. 21-27,	6	180

<sup>1</sup> Estimated.

Causes	Results	Methods of Settlement — Remarks	
Trade unionism, . . . .	Successful, . . . .	By direct negotiation.	1
For increase in wages, . . . .	Failed, . . . .	By filling places of employees.	2
For increase in wages, . . . .	Failed, . . . .	Places of strikers were filled by non-union men; strikers finally returned to work.	3
For increase in wages, . . . .	Failed, . . . .	Some of the strikers returned to work.	4
Against non-union workmen, . .	Majority of non-union men joined union.	By direct negotiation.	5
Trade unionism, . . . .	Successful, . . . .	By direct negotiation.	6
For increase in wages from 30 to 40 cents a day.	Successful, . . . .	By direct negotiation.	7
For increase in wages, . . . .	Pending, . . . .	Unsettled.	8
Against reduction in wages, . .	Failed, . . . .	By filling places of employees.	9
Sympathy with New York strikers.	Failed, . . . .	By filling places of employees.	10
For reduction of hours, . . . .	Failed, . . . .	By filling places of employees.	11
For increase in wages, . . . .	Failed, . . . .	By return to work on employers' terms.	12
Against employment of objectionable workmen.	Failed, . . . .	By filling places of employees.	13
For increase in wages, . . . .	Failed, . . . .	By return to work on employers' terms.	14
Lockout in order to establish a readjustment of rates on account of introduction of new process.	New men employed, . .	By filling places of employees.	15
Lockout in order to establish piece-work system.	. . . .	Places of workmen who objected to piece system were filled.	16
Against change in working conditions.	Successful, . . . .	By direct negotiation.	17
For Saturday half-holiday, . .	Successful, . . . .	By arbitration.	18
Against objectionable workman.	Failed, . . . .	By return to work on employers' terms.	19

	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Num- ber of Work- ing Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Conveyances</b> — Con.							
	<i>Motor Vehicles.</i>							
1	Boston, . .	Machinists, .	61	—	61	Feb. 12, .	6	366
	<i>Ship Building.</i>							
2	Quincy, . .	Rivet heater boys.	75	200	275	March 26 —Apr. 2.	7	1,925
	<b>Food, Liquors, and Tobacco.</b>							
	<i>Cigars.</i>							
3	Boston, . .	Cigar makers,	1,500	700	2,200	May, .	18	39,600
	<i>Food.</i>							
4	Fall River, .	Ice cutters, .	50	—	50	Feb. 12, .	1	50
	<i>Liquors.</i>							
5	Boston, . .	Bottlers and drivers.	83	—	83	Apr. 11, .	1	106
6	Springfield, .	Brewery em- ployees.	107	—	107	Apr. 4, .	1	107
	<b>Leather and Rubber Goods.</b>							
	<i>Leather.</i>							
7	Salem, . .	Stakers, .	20	—	20	Apr. 5-11, .	6	120
	<i>Rubber.</i>							
8	Chicopee, . .	Tiremakers, .	44	—	44	Jan. 31- Feb. 1.	2	88
9	Watertown, .	Rubber work- ers.	150	750	900	Feb. 12-17,	6	5,400
	<b>Machinery and Metals.</b>							
	<i>Foundries.</i>							
10	Boston, . .	Iron molders, .	300	—	300	Apr. 24, .	12	3,600
11	Chelmsford, .	Iron molders, .	21	—	21	Jan. 5, .	16	126
12	Lawrence, . .	Iron molders, .	45	—	45	Apr. 16, .	1	45
13	Lowell, . .	Iron molders, .	18	6	24	Feb. 15- March 17.	26	624
14	Lynn, . .	Iron molders and core makers.	9	4	13	Sept. 21, .	7	91
15	Salem, . .	Iron molders and core makers.	28	6	34	Aug. 25, .	Indefi- nite.	—
16	Waltham, . .	Helpers in foundry yard and plate iron shop.	60	—	60	May 19-26,	7	420
	<i>Machine Shop Products.</i>							
17	Boston, . .	Iron molders, .	73	—	73	Feb. 19- March 17.	23	1,679
18	Boston, . .	Sheet metal workers.	31	—	31	June 6- July .	26	806
19	Boston, . .	Sheet metal workers.	13	—	13	July 14-20,	6	78
20	Holyoke, . .	Molders and coremakers.	77	—	77	June 25-27,	3	231

Causes	Results	Methods of Settlement — Remarks	
For closed shop, . . .	Failed, . . .	By filling places of employees.	1
Against working conditions, .	Successful, . . .	By direct negotiation.	2
For increase of price per 1,000 in making cigars.	Successful, . . .	By direct negotiation.	3
For increase in wages, . . .	Failed, . . .	By return to work on em- ployers' terms.	4
For nine-hour day, . . .	Generally successful, .	By direct negotiation.	5
For increase in wages, . . .	Compromise, . . .	By direct negotiation.	6
Against system of payment, .	Failed, . . .	By filling places of employees.	7
Readjustment of piece-work rates.	Failed, . . .	By return to work on em- ployers' terms.	8
Against change in working conditions.	Failed, . . .	Most of the strikers returned to work; places of others filled.	9
For increase of 25 cents a day in wages.	Successful, . . .	By direct negotiation.	10
For increase in wages, . . .	Failed, . . .	By filling places of employees.	11
Against employment of ap- prentices.	Successful, . . .	By direct negotiation.	12
For increase in wages to \$2.75 for a nine-hour day.	Compromise, . . .	By direct negotiation.	13
For increase in wages, . . .	Pending, . . .	Unsettled.	14
For increase in wages, . . .	Pending, . . .	Unsettled.	15
For increase in wages from \$9 to \$10.50 a week.	Successful, . . .	By direct negotiation.	16
Lockout in order to maintain open shop.	New men employed, .	By filling places of employees.	17
For increase in wages, . . .	Compromise, . . .	By direct negotiation.	18
For increase in wages and closed shop.	Failed, . . .	By filling places of employees.	19
For increase in wages and re- duction of hours.	No change in wages; hours reduced from 60 to 54 a week.	By direct negotiation.	20

	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Number of Work- ing Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Machinery and Metals — Con.</b>							
	<i>Machine Shop Products — Con.</i>							
1	Hyde Park, .	Molders and coremakers.	62	32	94	April 23- July 23.	78	7,332
2	Lawrence, .	Molders and coremakers.	13	—	13	Sept. 17, .	Indefi- nite.	—
3	Lowell, .	Machinists, .	15	—	15	Dec. 18, .	1	15
4	Lowell, .	Men employed in fettling iron castings.	65	—	65	Sept. 17, .	1	65
5	Lynn, .	Machinists, .	167	—	167	May 1-Sept. 1.	100	16,700
6	Springfield, .	Molders. .	72	—	72	Feb. 8-Aug. 23.	<sup>1</sup> 12	864
	<i>Metal Goods.</i>							
7	Boston, .	Chandelier workers.	21	—	21	July 26, .	14	294
8	Boston, .	Sheet metal workers.	43	28	71	Aug. 4-Sept. 11.	32	2,272
9	Boston, .	Metal polish-ers.	14	—	14	Aug. 6-22, .	15	210
10	Brockton, .	Tackmakers, .	16	20	36	March 2, .	Indefi- nite.	—
11	Chicopee, .	Polishers, .	65	—	65	March, .	<sup>2</sup> 36	2,340
12	Lowell, .	Polishers and buffers.	27	—	27	Aug. 20, .	<sup>2</sup> 34	918
13	Northampton, .	Knife forgers and grinders.	15	30	45	March 19- April 9.	19	855
14	Springfield, .	Burring boys.	23	—	23	Jan. 18, .	1	23
15	Springfield, .	Horseshoers, .	25	—	25	June 2-5, .	3	75
16	Williamsburg, .	Brass workers,	140	140	280	Apr. 23-May 16.	21	4,980
17	In General, .	Goldbeaters, .	45	—	45	Aug. 9-Sept. 30.	<sup>3</sup> 44	1,980
	<b>Paper and Paper Goods.</b>							
18	Adams, .	Rag cutters, .	30	—	30	June 4, .	1	30
19	Chelsea, .	Rag workers, .	370	—	370	June 14- July 25.	33	12,210
20	Dalton, .	Expert sort-ers.	10	20	30	Aug. 8-9, .	2	60
21	Holyoke, .	Cylinder press feeders.	12	—	12	June 25, .	Indefi- nite.	—
	<b>Printing, Publishing, and Bookbinding.</b>							
	<i>Printing.</i>							
22	Boston, .	Compositors, .	225	—	225	Feb. 1-June 1.	100	22,500
23	Boston, .	Transferers, printers, art-ists, feeders, stone grind-ers, provers.	21	—	21	Aug. 4, .	<sup>3</sup> 50	1,050

<sup>1</sup> Places filled in two weeks.<sup>2</sup> Closed down 34 days.<sup>3</sup> To Sept. 30, 1906.



Causes	Results	Methods of Settlement — Remarks	
For increase in wages, . . .	Men returned to work on old basis subject to individual adjustment.	By direct negotiation.	1
For decrease in hours, . . .	Failed, . . . .	By filling places of employees.	2
For reinstatement of discharged workman.	Failed, . . . .	Some of the strikers returned to work; places of others filled.	3
Against objectionable foreman.	Company assured strikers that no injustice on part of foreman would be allowed.	By direct negotiation.	4
For reduction in hours, . . .	Failed, . . . .	By filling places of employees.	5
Against system of payment, .	Failed, . . . .	By filling places of employees.	6
For reduction of hours, . . .	Successful, . . . .	By direct negotiation.	7
For minimum wage of \$3.60 a day.	Successful, . . . .	By direct negotiation.	8
Against employment of non-union workman.	Failed, . . . .	By filling places of employees.	9
For reinstatement of discharged workmen.	Failed, . . . .	By filling places of employees.	10
Trade unionism, . . . .	Failed, . . . .	By filling places of employees.	11
For increase in wages, . . .	Failed, . . . .	By filling places of employees.	12
Against employment of non-union workman.	Men returned to work, no agreement being made.	By direct negotiation.	13
For increase in wages, . . .	Failed, . . . .	By filling places of employees.	14
For Saturday half-holiday for four months of the year.	Successful, . . . .	By direct negotiation.	15
Lockout in anticipation of strike for reinstatement of workman.	No agreement made; men returned to work.	By direct negotiation.	16
For increase in wages and closed shop.	Pending, . . . .	Unsettled.	17
For increase in wages from 40 to 50 cents a hundred.	Increase of five cents a hundred granted.	By return to work on employers' terms.	18
For increase in wages, . . .	Successful, . . . .	By direct negotiation.	19
Against alleged unfair distribution of wage increase.	Compromise, . . . .	By direct negotiation.	20
For increase in wages, . . .	Failed, . . . .	By filling places of employees.	21
For eight-hour day, . . . .	Failed, <sup>4</sup> . . . .	By filling places of employees.	22
For eight-hour day, . . . .	Pending, . . . .	Unsettled.	23

<sup>4</sup> A large proportion of those compositors who struck for eight-hour day have procured work in other shops where eight-hour day has been put in force.

	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Number of Work- ing Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Printing, Pub- lishing, and Bookbinding</b> —Con.							
	<i>Printing—Con.</i>							
1	Brockton, . . .	Compositors, .	31	40	71	Feb. 2-3, .	2	142
2	Holyoke, . . .	Printers, . . .	14	—	14	Jan. 1, . .	3	42
3	Lowell, . . .	Compositors, .	44	—	44	Jan. 1, . .	Indefi- nite.	—
4	Norwood, . . .	Apprentices, .	11	—	11	Jan. 5, . .	Indefi- nite.	—
5	Norwood, . . .	Compositors, .	54	—	54	Feb. 1, . .	30	1,620
6	Revere, . . .	Lithographers, .	82	71	153	Aug. 4, . .	1 50	7,650
7	Springfield, .	Compositors, .	64	—	64	Oct. 1, . .	Indefi- nite.	—
8	Springfield, .	Lithographers, .	41	28	69	Aug. 4, . .	1 50	3,450
9	Worcester, . .	Compositors, .	24	—	24	Oct. 9, . .	Indefi- nite.	—
	<b>Stone and Clay Products.</b>							
	<i>Asbestos.</i>							
10	Boston, . . .	Asbestos work- ers and insu- lators.	96	—	96	May 1-June 7.	32	3,072
	<i>Lime.</i>							
11	Cheshire, . . .	Drillers and helpers.	23	—	23	March 22, .	1	23
12	Cheshire, . . .	Drawers, . . .	25	—	25	May 7-11, .	5	125
	<i>Stone.</i>							
13	Boston, . . .	Slate and soapstone workers.	40	—	40	April 2, . .	6	240
14	Chelmsford, .	Quarrymen and engineers.	60	46	106	June 27-28,	2	212
15	East Long- meadow.	Quarrymen and laborers.	60	—	60	May 21- June 14.	21	1,260
16	Milford, . . .	Quarrymen, . .	133	11	144	Oct. 13-14, .	2	288
17	Milford, . . .	Derrickmen, .	8	1,062	1,070	March 6-9, .	4	4,280
18	Milton, . . .	Granite cut- ters.	26	—	26	Jan. 31-Feb. 17.	16	416
19	Quincy, . . .	Granite cut- ters.	900	—	900	Feb. 13-14,	2	1,800
20	Rockport, . .	Paving cut- ters.	150	—	150	March 24- June 16.	68	10,200
21	Rockport, . .	Quarrymen, . .	358	28	386	May 1-7, . .	6	2,316
	<b>Textiles.</b>							
	<i>Carpets.</i>							
22	Clinton, . . .	Loomfixers, . .	10	—	10	Oct. 4-7, . .	4	44
23	Lowell, . . .	Creelers, . . .	120	—	120	Nov. 3-14, .	10	1,200
24	Springfield, .	Doffers, twist- ers and weavers.	50	—	50	Jan. 18-24,	6	300
25	Westborough, .	Weavers and others.	50	—	50	May 2-5, . .	4	200
	<i>Cotton.</i>							
26	Adams, . . .	Weavers, . . .	1,175	1,200	2,375	Aug. 1-15 .	13	30,875

Causes	Results	Methods of Settlement — Remarks	
For eight-hour day, . . .	Successful, . . .	By direct negotiation.	1
For eight-hour day, . . .	Failed, . . .	By filling places of employees.	2
For eight-hour day, . . .	Failed, . . .	By filling places of employees.	3
Sympathy, . . .	Failed, . . .	By filling places of employees.	4
For eight-hour day, . . .	Failed, . . .	By filling places of employees.	5
For eight-hour day, . . .	Pending, . . .	Unsettled.	6
For eight-hour day, . . .	Failed, . . .	By filling places of employees.	7
For eight-hour day, . . .	Pending, . . .	Unsettled.	8
For eight-hour day, . . .	Failed, . . .	By filling places of employees.	9
For increase in wages, . . .	Wages increased from \$18 to \$19.50 a week.	By direct negotiation.	10
For nine-hour day, . . .	Successful, . . .	By direct negotiation.	11
For increase in wages, . . .	Failed, . . .	By filling places of employees.	12
For increase in wages, . . .	Failed, . . .	By filling places of employees.	13
For eight-hour day, . . .	Successful, . . .	By direct negotiation.	14
For increase in wages from 22½ to 23½ cents an hour for quarrymen and from 17 to 18½ cents an hour for labor- ers.	Successful, . . .	By direct negotiation.	15
Against objectionable fore- man.	Foreman discharged, . . .	By direct negotiation.	16
For increase in wages from 22 to 25 cents an hour.	Successful, . . .	By direct negotiation.	17
Against non-union workman, .	Successful, . . .	By direct negotiation.	18
Lockout to assist in settle- ment of strike in Milton.	Dispute was won by strikers.	By direct negotiation.	19
For readjustment of rates, . .	Successful, . . .	By arbitration.	20
For eight-hour day, . . .	Successful, . . .	By direct negotiation.	21
For increase in wages, . . .	Failed, . . .	By return to work on em- ployers' terms.	22
For increase in wages, . . .	Failed, . . .	By filling places of employees.	23
For reduction in hours from 58 to 55 a week.	Successful, . . .	By direct negotiation.	24
For reduction in hours, . . .	Weekly working hours reduced from 60 to 56½.	By direct negotiation.	25
For reinstatement of dis- charged workman.	Failed, . . .	By direct negotiation; strik- ers returned to work.	26

	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Num- ber of Work- ing Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Textiles — Con.</b>							
	<i>Cotton — Con.</i>							
1	Andover, .	Card feeders, .	14	8	22	Jan. 5-9, .	4	88
2	Chicopee, .	Weavers, .	40	—	40	Jan. 29-Feb. 3,	6	240
3	Chicopee, .	Weavers, .	21	—	21	Jan. 25-Feb. 6,	11	231
4	Chicopee, .	Carders, .	10	—	10	Feb. 22-26,	4	40
5	Chicopee, .	Carders, .	12	—	12	Mar. 22-25,	3	36
6	Chicopee, .	Polish yard- men,	10	—	10	Apr. 26-27,	2	20
7	Chicopee, .	Card strippers and cotton pickers,	29	—	29	Apr. 27, .	1	29
8	Clinton, .	Weavers, .	100	—	100	Apr. 16-30,	13	1,300
9	Fall River, .	Spinners, .	65	—	65	Nov. 15, .	2	130
10	Fall River, .	Quillers, .	24	—	24	Nov. 21-23,	3	72
11	Fall River, .	Weavers, .	29	—	29	Jan. 23-24, .	2	58
12	Fall River, .	Weavers, .	170	—	170	May 11-12,	2	340
13	Fall River, .	Weavers, .	14	—	14	June 4-July 7,	28	392
14	Fall River, .	Doffers, .	24	—	24	July 20-25,	5	120
15	Holyoke, .	Dresser tend- ers,	24	—	24	Sept. 25- Oct. 8, <sup>1</sup>	5	120
16	Lawrence, .	Spinners, .	230	—	230	Jan. 3-9, .	6	1,380
17	Lowell, .	Spinners and weavers,	55	40	95	Oct. 16-17, .	2	150
18	Lowell, .	Greek spinners and twist-ers,	80	250	330	Dec. 27-Jan. 2,	6	1,980
19	Lowell, .	Greek spinners,	43	—	43	Aug. 29, .	1	43
20	New Bedford, .	Weavers, .	100	—	100	May 25-28,	3	300
21	New Bedford, .	Changers-over,	17	—	17	June 12-13,	2	34
22	New Bedford, .	Weavers, .	190	—	190	July 27-30,	3	570
23	New Bedford, .	Picker tenders, carders, comb- ers and speeders,	185	6	191	Aug. 13-15,	2½	478
24	Newburyport, .	Weavers, .	64	—	64	Sept. 11, .	1	64
25	North Adams, .	Weavers, .	60	—	60	Apr. 30, .	½	30
26	Springfield, .	Carders, .	50	150	200	May 21, .	1	200
27	Taunton, .	Weavers, .	101	25	126	June 5-9, .	5	630
28	Waltham, .	Beamers, .	13	—	13	Nov. 11-25,	13	169
29	Waltham, .	Mule spinners and back boys,	38	—	38	July 10-11,	2	76
30	Waltham, .	Back boys and doffers,	25	—	25	Aug. 20-22,	3	75
31	Westborough, .	Lace curtain workers,	20	—	20	May 3-4, .	2	40

<sup>1</sup> Strike declared off October 8, 1906.

Causes	Results	Methods of Settlement— Remarks	
For increase in wages from \$1.32 to \$1.50 a day.	Wages increased to \$1.40 a day.	By direct negotiation.	1
For increase in wages, . . .	Wages increased, . . .	By direct negotiation.	2
For modification of wage rate,	Strikers returned without concessions.	By direct negotiation.	3
Against reduction in wages, . .	Failed, . . . . .	By return to work on employers' terms.	4
For increase in wages, . . . .	Failed, . . . . .	By return to work on employers' terms.	5
Against working conditions, . .	Failed, . . . . .	By return to work on employers' terms.	6
For increase in wages, . . . .	Failed, . . . . .	Places of strikers filled; some of the men returned later.	7
For change in working conditions.	Successful, . . . .	By direct negotiation.	8
Against employment of new overseer.	Failed, . . . . .	By filling places of employees.	9
For increase in wages from \$1.60 to \$1.75 a day.	Successful, . . . .	By direct negotiation.	10
Against system of payment, . .	Successful, . . . .	By direct negotiation.	11
For readjustment of wage rates.	Successful, . . . .	By direct negotiation.	12
For increase in wages, . . . .	Compromise, . . . .	By direct negotiation.	13
For increase in wages, . . . .	Failed, . . . . .	By filling places of employees.	14
For increase in wages from \$13.50 to \$15 a week.	Compromise, . . . .	Department placed on a piece basis.	15
Against working conditions, . .	Failed, . . . . .	By return to work on employers' terms.	16
Against change of overseers, . .	Failed, . . . . .	By return to work on employers' terms.	17
Against supposed reduction in wages.	Failed, . . . . .	Strikers returned to work after satisfactory explanation of situation.	18
Wages, . . . . .	Failed, . . . . .	By filling places of employees.	19
Against working conditions, . .	Failed; men reinstated.	By direct negotiation.	20
For increase in wages, . . . .	Failed, . . . . .	By filling places of employees.	21
Against employment of objectionable foreman.	Failed, . . . . .	Strikers returned to work without concessions.	22
Against objectionable foreman.	Failed, . . . . .	By return to work on employers' terms.	23
For reinstatement of discharged overseer.	Failed, . . . . .	By return to work on employers' terms.	24
Lockout to enforce change from four to five loom system.	Places of weavers who objected to change in working conditions were filled.	By filling places of employees.	25
Against employment of certain officials.	Compromise, . . . .	By direct negotiation.	26
For increase in wages, . . . .	Strikers returned to work under compromise increase of two cents a cut.	By direct negotiation.	27
Against employment of apprentices.	Failed, . . . . .	By return to work on employers' terms.	28
Against objectionable workman.	Failed, . . . . .	By filling places of employees.	29
For increase in wages, . . . .	Successful, . . . .	By direct negotiation.	30
For increase in wages, . . . .	Successful, . . . .	By direct negotiation.	31



	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Number of Working Days	Aggregate Number of Working Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Textiles—Con. Dyeing and Bleaching.</b>							
1	Lowell, .	Dyehouse help and jig hands.	17	—	17	May 9, .	1	17
2	Waltham, .	Employees, .	225	—	225	June 4— .	<sup>1</sup> 30	6,750
	<b>Knit Goods.</b>							
3	Ipswich, .	Spinners and doffers.	55	—	55	Apr. 27—May 5.	8	440
4	Ware, .	Binder girls, .	11	—	11	Feb. 15, .	1	11
	<b>Woolen and Worsted Goods.</b>							
5	Andover, .	Weavers, .	55	32	87	May 1, .	1	87
6	Barre, .	Scourers, card- ers and comb- ers.	200	70	270	Mar. 26—29, .	4	1,080
7	Brookfield, .	Spinners, .	9	200	209	June 18—27, .	9	1,881
8	Dedham, .	Weavers, .	35	315	350	May 23, .	<sup>1</sup> 56	19,600
9	Fitchburg, .	Burlers, .	18	—	18	Feb. 24—26, .	2	36
10	Millbury, .	Weavers, .	30	20	50	Feb. 26—27, .	2	100
11	Uxbridge, .	Loomfixers, .	4	80	84	Apr. 9—10, .	2	168
12	Ware, .	Burlers, .	20	—	20	May 17, .	1	20
13	Ware, .	Weavers, .	69	6	75	June 11—23, .	12	900
14	Warren, .	Weavers, .	60	250	310	July 3, .	18	5,580
	<b>Transportation.</b>							
	<b>Railway.</b>							
15	New Bedford, .	Street railway employees.	215	—	215	July 24— Aug. 18, .	23	4,945
16	Palmer, .	Section hands, Central Vt. Ry. Co.	21	—	21	May 16—17, .	2	42
17	Pittsfield, .	Freight hand- lers, B. & A. R.R. Co.	14	—	14	May 21—26, .	6	84
18	Sterling, .	Laborers on contract work for Worcester Consolidated St. Ry. Co.	100	—	100	Nov. 3—4, .	2	200
19	Worcester, .	Power house employees, Worcester Consolidated St. Ry. Co.	51	—	51	Apr. 9, .	10	510
	<b>Shipping.</b>							
20	Boston, .	Longshore- men.	109	—	109	Aug., .	31	1,684
21	Boston, .	Firemen and sailors.	11	—	11	Aug. 22, .	1	11
22	Fall River, .	Stevedores, .	13	—	13	Sept. 1, .	<sup>1</sup> 1	7
	<b>Teaming.</b>							
23	Haverhill, <sup>2</sup>	Coal team- sters.	25	61	86	Mar. 3—10, .	7	602
24	Worcester, .	Coal team- sters.	10	—	10	Nov. .	Indefi- nite.	—

<sup>1</sup> Estimated.

Causes	Results	Methods of Settlement — Remarks	
For reinstatement of discharged workman.	Failed, . . .	By filling places of employees.	1
For 15 per cent increase in wages.	Increase of five per cent granted.	By arbitration.	2
For increase in wages, . . .	Successful, . . .	By direct negotiation.	3
For reinstatement of discharged workman.	Failed, . . .	By filling places of employees.	4
For increase in wages, . . .	Successful, . . .	By direct negotiation.	5
For 10 per cent increase in wages.	Compromise, . . .	By direct negotiation.	6
For increase in wages, . . .	Successful, . . .	By direct negotiation.	7
For increase in wages, . . .	Failed, . . .	Places of most of the strikers filled.	8
For change in working conditions.	Successful, . . .	By direct negotiation.	9
For increase in wages, . . .	Compromise advance of 10 cents a day granted.	By direct negotiation.	10
Against reduction in wages, .	Failed, . . .	By return to work on employers' terms.	11
For increase in wages, . . .	Piece work adopted, resulting in wage advance from \$5 to \$6 a week.	By direct negotiation.	12
For increase in wages, . . .	Failed, . . .	By direct negotiation.	13
Against establishment of two loom system.	Failed, . . .	Most of the strikers returned to work; places of others filled.	14
To enforce closed shop, . . .	Failed, . . .	By filling places of employees.	15
For increase in wages, . . .	Failed, . . .	By filling places of employees.	16
Lockout in anticipation of demand for increase in wages.	Places of men filled, .	By filling places of employees.	17
Against working conditions, .	Failed; most of the men returned to work.	By direct negotiation.	18
Trade unionism, . . .	Failed, . . .	By filling places of employees.	19
For reinstatement of discharged workmen.	Failed; men reinstated.	By arbitration.	20
Wages, . . .	Failed, . . .	By filling places of employees.	21
Against discharge of workman,	Failed, . . .	By filling places of employees.	22
For increase in wages and reduction of hours.	Successful, . . .	By arbitration.	23
For recognition of union, . .	Failed, . . .	By filling places of employees.	24

	GROUPS OF TRADES AND LOCALITIES OF ESTABLISH- MENTS AFFECTED.	EMPLOYEES				DURATION		
		Occupations	Number Involved			Dates	Num- ber of Work- ing Days	Aggre- gate Num- ber of Work- ing Days Lost
			Di- rectly	Indi- rectly	Total			
	<b>Water, Light, and Power.</b>							
	<i>Gaslight.</i>							
1	Haverhill, .	Laborers, .	31	—	31	Aug. 1-3, .	3	93
	<b>Wooden Goods.</b>							
2	Acushnet, .	Boxmakers, .	40	—	40	Oct. 10-11, .	2	80
3	Boston, . .	Millmen, .	12	—	12	Jan. 8-13, .	6	72
4	Boston, . .	Cabinet makers and mill hands.	25	—	25	Apr. 2-16, .	13	325
5	Boston, . .	Carpenters and mill hands.	26	—	26	May, .	30	780
6	Boston, . .	Woodworkers,	325	50	375	May, .	76	28,500
7	Boston, . .	Sign builders and hangers.	22	—	22	July 2-18, .	14	308
8	Brookline, .	Millmen, .	40	—	40	Oct. 4-6, .	3	120
9	Cambridge, .	Woodworkers,	11	—	11	Apr. 2-5, .	4	44
10	Cambridge, <sup>1</sup> .	Wood carvers,	87	—	87	Apr. 20- May 5.	14	1,218

<sup>1</sup> Strike affected seven firms.

Causes	Results	Methods of Settlement— Remarks	
For increase in wages, . . .	Failed, . . . . .	Some of the strikers were re-instituted; places of others filled.	1
For reduction of hours, . . .	Failed, . . . . .	By return to work on employers' terms.	2
Lockout in order to resist demand for eight-hour day.	Eight-hour workday granted.	By direct negotiation.	3
For change in working conditions.	Failed, . . . . .	By return to work on employers' terms.	4
Against employment of non-union workmen.	Failed, . . . . .	By filling places of employees.	5
Against open shop, . . . . .	Failed, . . . . .	Union ordered men to return under former conditions.	6
For increase in wages from \$3 to \$3.28 a day.	Increase granted,	By direct negotiation.	7
For eight-hour day, . . . . .	Successful, . . . . .	By direct negotiation.	8
For reduction of hours from 55 to 48 a week.	Successful, . . . . .	By direct negotiation.	9
For increase in wages, . . . . .	Increase was granted in three shops; places of strikers were filled.	By filling places of employees.	10





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## PART II.

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# RECENT BRITISH LEGISLATION AFFECTING WORKINGMEN.

EMBRACING

THE REPORT OF THE ROYAL COMMISSION ON TRADE DISPUTES  
AND COMBINATIONS.

CHRONOLOGICAL SURVEY OF LEGISLATION AFFECTING THE LEGAL  
STATUS OF TRADE UNIONS (1824-1906), AND TEXT OF PRINCIPAL  
ACTS (INCLUDING THE TRADE DISPUTES ACT OF 1906, IN  
EFFECT JULY 1, 1907).

THE WORKMEN'S COMPENSATION ACT OF 1906 (IN EFFECT JULY  
1, 1907).



## PART II.

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### RECENT BRITISH LEGISLATION AFFECTING WORKINGMEN.

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An order originating in the Massachusetts Senate and adopted by the House of Representatives, in concurrence, on March 28, 1907, provided for the appointment of a joint special committee to consist of three members of the Senate and eight members of the House, to sit during the recess of the General Court and to report to the Legislature of 1908 relative to the expediency of legislation within the scope of the following petitions (among others) :

To limit and define the powers of courts in equity relative to trade disputes between employers and employees and to regulate proceedings upon contempts therein; and such kindred subjects of legislation, if any, as may hereafter be referred to it by concurrent vote of the two branches.

To provide for compensating workmen who are accidentally injured in the course of their employment.

The vital importance of the questions to be considered by this committee, to both workingmen and employers of labor, can scarcely be overestimated. This Bureau therefore deemed it expedient and proper to publish for the information of the legislative committee and the interested public the results of an exhaustive inquiry made by the British Royal Commission on Trade Disputes and Combinations, the text of the principal British acts affecting the legal status of trade unions, and the most recent British legislation on the subject of workmen's compensation for injuries sustained in the course of employment.

The Commission on Trade Disputes and Combinations was appointed by His Majesty, Edward VII, on June 6, 1903, and was composed of The Right Honorable Andrew Graham Murray, Secretary for Scotland, Sir William Thomas Lewis, Sir Godfrey Lushington, Mr. Arthur Cohen, and Mr. Sidney Webb. This commission began its labors at once and prosecuted them with diligence, and on January 15, 1906, made its report, which is given on the following pages with other matter essential to a perfect understanding of the recommendations made. The commission gave exhaustive consideration to the subject of the rightful acts of trade unions, picketing and other incidents of strikes, the law of conspiracy, the liability of unions for damages in suits such as the famous Taff Vale case, and other cognate matters.

The Trade Disputes Act of 1906 which was the fruit of the commission's labors is the culmination of a century-long controversy in Great Britain as to the extent to which the demands and princi-

ples of trade unionism might, consistent with the public welfare, be recognized as the law of the land. A brief chronological survey of English legislation bearing on the legal status of trade unions, was therefore considered relevant and, together with the text of the more important recent enactments, is given on the following pages. It has not been deemed necessary in this connection to rehearse at length the history of the agitation for legislation to grant compensation to workmen for injuries, an excellent treatment of the subject having appeared in the Bulletin of the United States Bureau of Labor for May, 1907. The text of the new law, in force July 1, 1907, is however given hereinafter for convenience of reference.

## I.

### REPORT OF THE BRITISH COMMISSION ON TRADE DISPUTES AND COMBINATIONS.

The majority report was signed by The Right Honorable Andrew Graham Murray, Mr. Arthur Cohen, and Mr. Sidney Webb; Sir Godfrey Lushington objected to some of the recommendations of the majority, and a full minority report was made by Sir William Thomas Lewis. The report as published consists of the following sub-divisions:

The majority report; memorandum by Mr. Webb; note on the Mogul Case by the Chairman, with a note appended by Mr. Cohen; memorandum on the Civil Action of Conspiracy by Mr. Cohen, concurred in by the Chairman, Sir Godfrey Lushington, and Mr. Sidney Webb; memorandum on "Allen v. Flood" by Mr. Arthur Cohen, concurred in by the Chairman, Sir Godfrey Lushington, and Mr. Sidney Webb; report by Sir Godfrey Lushington; note by Mr. Arthur Cohen, concurred in by Mr. Sidney Webb, to Sir Godfrey Lushington's report; and the minority report by Sir William Thomas Lewis.

#### **The Majority Report.**

We, the undersigned Commissioners appointed to inquire into the subject of Trade Disputes and Trade Combinations, and as to the law affecting them, and to report on the law applicable to the same, and the effect of any modifications thereof, have the honor to submit to your Majesty our Report.

1. We had first to consider what evidence we should invite to be given before us. After discussion we came to an unanimous conclusion on the following propositions:

That we were not concerned with the general policy of the law in sanctioning trade unions as institutions, but that our business was to take them as they existed.

That the scope of the reference did not suggest any inquiry

into the law relating to trade combinations known by the name of "Trusts," and other similar combinations.

That as the decisions of the Courts, and especially of the House of Lords, were alleged to have created hardship, which allegation was denied, and as various proposals for the alteration of the law so as to nullify or modify the effects of the said decisions had been mooted, it was right to give those who maintained or denied the said allegations, and who made or opposed the said proposals, an opportunity to be heard before us.

2. We therefore thought it desirable to invite evidence not generally but on certain specific points, and we caused a circular letter to be issued by the Secretary in the following terms: —

<sup>1</sup> DEAR SIR — I send herewith the names of the members constituting the above Royal Commission, and the Terms of Reference.

I am desired to say that the Commissioners will be glad to receive, in the first instance, evidence on the following points: —

1. As to the consequences of the judicial decisions which bear on the subject of Trade Combinations and the conduct of Trade Disputes, and the status and liability of Trade Unions, particularly with reference to cases relative to the Trade Union Acts, 1871 and 1876, and the Conspiracy and Protection of Property Act, 1875, and the Common Law of Conspiracy.

2. As to any facts of importance in connection with Trade Disputes and Trade Combinations which have occurred since the Royal Commission on Labour issued their Report in 1894.

The Commissioners wish to receive evidence on these matters in order to assist them in the investigation whether any, and if so what, amendment of the existing Law, Civil or Criminal, relating to Trade Disputes and Trade Combinations, is desirable.

I am desired to ask you whether you would be willing to give evidence on any of the points above indicated.

3. These letters were sent to 227 representatives of employers, to 72 leading representatives of trade unions, and to 18 other persons who either desired to be heard on specific points, or were known to have expert knowledge of the subject.

4. In response, some 50 representatives of employers volunteered to give evidence in addition to 15 miscellaneous witnesses.

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<sup>1</sup> This circular letter was sent out by the Secretary of the Commission at various dates during August and September, 1903.



5. While this was the case with the employers of labor, on the other hand we received, with some trifling exceptions, no response from those representing the trade unions.

6. The reason for this attitude was due to the following fact: Shortly after the announcement of our appointment the matter was discussed by the Parliamentary Committee of the Trade Union Congress, and a resolution was framed that no member of a union should give evidence before us. This resolution was discussed and adopted by the General Congress of Trade Unions which met in the month of September.

7. We do not think it incumbent on us to discuss or to criticize the reasons which influenced the trade union representatives in coming to this decision. It imposed on us the duty of facing the situation with the knowledge that the trade unions were of set purpose refusing to assist us in the inquiry which had been committed to us. Our duty to pursue our investigations remained plainly unaffected by the attitude of any society or individual. Nor indeed did the refusal of the trade unions to give evidence really involve us in any difficulty as to discovering what were the objections raised by them to the law as it stood, and what were the proposals acceptable to them for its amelioration. These objections and proposals already stood conspicuously revealed to the world not only by the reported speeches delivered in the course of their deliberations, but by the bills introduced avowedly on their behalf in Parliament. During the duration of our sittings these bills have been re-introduced in successive sessions, and in the debates and discussions arising thereon we do not hesitate to say that we consider there will be found every possible argument in favor of the proposals there put forward, and that no trade union witness, had he come before us, could have added greatly to the case in his favor which from other sources we have already before us.

8. But while this is so with regard to proposed legislation the case is somewhat otherwise as regards the practices prevalent in the practical conduct of strikes, and the effect of the present or proposed state of the law on those practices. On this branch of the subject we do regret the absence of trade union witnesses. But as that absence was self-imposed we came clearly to the conclusion that we should not be right on that account to

reject the testimony of those who were willing to come. We therefore decided that it was incumbent on us to hear at least a selection of those witnesses who had expressed their willingness to attend.

9. The inquiry even to this limited extent was protracted, but we did our best to narrow its limits both by the terms of the circular already quoted and by steadily refusing to go into such general topics as were covered by the Report of the Royal Commission on Labour, 1894. We also endeavored to take a fair sample of the various kinds of trades and employment.

10. As we understood we had been selected in respect of our being familiar with the law of the subject we did not think it necessary or advisable to invite the testimony of lawyers generally. We, however, did avail ourselves of the special inquiries which had been made by Mr. Askwith.

11. The main subject of our inquiry may conveniently be divided into three branches:—

A. The liability of trade union funds to be taken in execution for the wrongful acts of agents of the union.

B. The statute law relating to picketing and other incidents of strikes.

C. The law of conspiracy as affecting trade unions.

12. The division lines between these branches of the subject are not rigid, and as will be seen the topics with which they deal are interlinked at many points. At the same time we think it will conduce to lucidity to discuss the subject under these three heads. Broadly speaking it may be said that the trade unions demand a change of the law in regard to each of them; and further allege that the present state of the law differs from that in the past and is due to the effect of the well-known decisions of the House of Lords in the Taff Vale Case, 1901, A. C. 426, and *Quinn v. Leatham*, 1901, A. C. 495, and of the Court of Appeal in *Lyons v. Wilkins*, 1896, 1 Ch. 811, 1899, Ch. 255.

A. *The Liability of Trade Union Funds to be taken in Execution for the Wrongful Acts of the Agents of the Union.*

13. In the case of the Taff Vale Railway Company, the Amalgamated Society of Railway Servants, being a trade union registered under the Trade Union Act of 1871, and its officers,

were sued by the Taff Vale Railway Company in tort for having conspired to induce the workmen of their company to break their contracts, and also for having conspired to interfere with the traffic of the company by picketing and other unlawful means. Mr. Justice Farwell having granted an *interim* injunction against all the defendants, the defendant trade union appealed on the legal question whether a registered trade union was liable to be sued in tort. The Court of Appeal reversed the decision of the Judge, but ultimately the House of Lords restored it, holding that a registered trade union could be sued in tort by the name in which it was registered under the Act. The grounds for the judgment were that a registered trade union having been invested with the statutory powers of the Act of 1871, it must be legally inferred that it was the intention of Parliament that such trade union should be liable to be sued in its registered name. A strong opinion was also expressed by Lord Macnaghten and Lord Lindley that, apart from the Trade Union Act, any trade union whether registered or not registered could under the general rules of legal procedure be sued in tort by means of a representative suit, *i.e.*, a suit in which a few members have been selected by the plaintiff to represent all the defendants. The case then went for trial, and verdict was found for the plaintiffs. The damages were assessed (or fixed by agreement) at £23,000 (\$115,000), which sum has since been paid out of the union funds.<sup>1</sup>

14. The judgment of the House of Lords took many by surprise, and trade unions protest against it as a decision of Judges making a practically new law against trade unions, and nullifying the settlement of their status made by the Legislature in 1871. Bills on their behalf have been introduced into Parliament to alter the law as declared by the House of Lords. . . . Clause 3 of Mr. Whittaker's bill of 1905 may be taken as a sample. It is in the following terms:—

An action shall not be brought against a trade union, or other association aforesaid for the recovery of damage sustained by any person or persons by reason of the action of a member or members of such trade union or other association aforesaid.

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<sup>1</sup> The full decision of the House of Lords is published on pages 232-240 of the Annual Report of the Massachusetts Bureau of Statistics of Labor, 1906.

It might perhaps be enough, in order to meet the argument, to point out that if liability of trade unions in actions of tort can be enforced under the general rules of legal procedure, this shows that such liability must previously have existed. For assuredly those rules did not create any new liability. It may, however, be thought desirable to ascertain from the history of the subject what is the foundation for the belief that trade unions were exempt from actions in tort, and, in particular, for the belief that such exemption was secured to them by the Act of 1871.

15. We are satisfied that the law laid down by the House of Lords involved no new principle and was not inconsistent with the legislation of 1871.

16. It is indeed true that that statute did not declare nor has any other statute declared that trade unions should be liable to an action in tort, and before the *Taff Vale* case there is not on record any case in which the question of the liability of a trade union was distinctly raised and in which a court of law pronounced a trade union liable. But this does not prove that trade unions as such possessed any special exemption from actions of tort. On the contrary it cannot be disputed that theoretically the funds of trade unions have all along through their members been subject to the general law of liability. When an individual is cast in an action of tort whatever property he possesses is liable to be attached for payment of damages. In the eyes of the law a trade union before 1871 was nothing but an aggregate of individuals: and there never was a time when, if all the individual members had been brought before the court in an action of tort and the tort had been proved against them or their agent, the property of the members, including the union funds which belonged to them, would not have been liable to make good the damage. The union might be an unlawful association, but this would be immaterial. The fact that the wrong was done in pursuance of an unlawful purpose could be no excuse to the tort-feasors, nor any reason why the sufferer should be deprived of redress. This liability of the funds of a trade union in an action of tort could at any time have been effectively realized in case of a trade union consisting of a very



small number of persons. If the liability was not enforced, it was not because trade unions were regarded as peculiar institutions outside the law, but simply because of the following reason: An action to recover damages in respect of a tort could be instituted only in the courts of common law, and those courts, although they did not allow the non-joinder of defendants to be pleaded in such an action either in bar or in abatement, adopted a rigid rule that judgment could not be recovered against any person or persons not named as defendants in the action. From this it followed that no property could be taken in execution which was not the property of the named defendants. If, therefore, an association consisted of so large a number of persons that it was impracticable to ascertain the names of all of them or to make them all defendants, the property of the association, as distinguished from that of the individual members, could not be taken in execution in a common law action. The difficulty, of course, was not confined to cases against trade unions: it equally affected cases against clubs and all unincorporated associations with a number of members, and, it may be added, whether the action was in tort or upon contract. The rule that all individuals interested should be before the court was in itself a just one, but it operated a denial of justice whenever it had to be applied on a scale so large that it was impossible to name all the defendants. This evil was manifestly one that called for a remedy, and in course of time expedients were devised for the purpose. They were chiefly of two kinds. One was incorporation — the creation, by the Legislature or by charter, of corporate bodies in various forms — or the granting by the Legislature to particular bodies of special powers to sue and be sued. The other was a relaxation by the courts of the rule that all persons interested should be before the court. When the number of persons was large, a few were allowed to be taken to represent all, and a decision with regard to these few was held binding upon all. This reform of procedure, however, which — as appears from the cases cited in Lord Lindley's judgment in the Taff Vale case — dates so far back as the time of Lord Hardwicke, was only operative in the Court of Chancery, and there was confined to cases of contract,



since that court did not entertain actions for damages in cases of tort. The Common Law Courts which dealt with tort continued to adhere to the ancient rule. It was in consequence of these difficulties in common law procedure that in practice trade unions continued to be unamenable to actions of tort.

17. It was, however, not only as defendants in actions of tort that trade unions were kept out of the law courts. They were kept out in other cases and for a different reason. This reason was that before 1871 not only had they no sort of corporate existence at law, but they were unlawful, because their purposes were in restraint of trade. In consequence they could neither sue in tort nor sue nor be sued with respect to contract, whether made with members or with others, for any such proceeding would be deemed to be a furtherance of the illegal purposes of the trade union. This unlawfulness, as has been already said, would not have been in itself any bar to a trade union being sued in tort. But the result was that by a combination of causes the presence of trade unions or trade unionists, as such, in the Common Law Courts either as plaintiffs or as defendants, either in cases of tort or in cases of contract, was unknown, and to all appearance it was as if they were outside the civil law altogether. Hence the popular notion that trade unionists, as such, were subject to the criminal law alone.

18. With this state of affairs trade unionists might have been content, but for one thing. They had no protection for funds in case of embezzlement. As unlawful associations they could take no civil proceedings against the wrongdoer, and there were technical difficulties in enforcing the ordinary criminal law. Under these circumstances trade unions endeavored to take advantage of the Friendly Societies Act of 1855, 18 and 19 Vic. c. 63, which conferred upon any association not constituted for an illegal purpose a special power to prosecute, and upon the Court of Summary Jurisdiction hearing the case power to order the offender on conviction to restore the property and make further compensation up to £20. But in *Hornby v. Close*, L. R. 2 Q. B. 153, tried in 1867, it was decided that a trade union by reason of its illegal purposes in restraint of trade was not entitled to benefit by the enactment. The conse-

quence was that trade union funds were at the mercy of dishonest officials. An agitation ensued and the particular hardship was temporarily met by the Act of 1869, 32 and 33 Vic. c. 61; but a permanent arrangement was necessary, and the whole question of the civil status of trade unions came under review by the Royal Commission which was presided over by Sir W. Erle and which led to the legislation of 1871.

19. We may say at once that there is nothing in the history of that legislation (as distinguished from the words of the Statute) which bears on the subject of the liability of trade union funds for tort, but as an argument has been founded on the fact that Parliament abstained from providing for the incorporation of trade unions — which, unless qualified, would have made them liable to actions of tort — it may perhaps be convenient that we should describe in some detail the course of proceedings.

20. To begin with the Commission; it heard the unionists who stated their grievances, but among those grievances was not included the liability of trade unions to be sued in tort, because they had never suffered from it. If workmen had been asked whether they were willing that their unions should be liable to be sued in tort, and their funds taken in execution, they would presumably have objected. As it was, their desire may be generally described to have been a desire to have protection for their funds, but in other respects to be left alone. They wished to have as little to do with the law courts as possible.

21. In considering what it should recommend as the status for trade unions, the Commission was confronted with this difficulty. If trade unions remained unlawful associations, their funds would be without legal protection. If unions were incorporated, and otherwise altogether legalized, then, as one consequence, the contracts of a union with its members would be enforceable on either side. This result neither commended itself to the Commission nor was asked for by any party. Some middle course was necessary. The Commission did not recommend incorporation. The majority recommended a system of registration "which would give to unions capacity for rights and duties resembling in some degree that of corporations" but

which apparently would confer upon them little more than protection to their funds in case of misappropriation, and such registration was to be conditional on the rules of the trade union not contemplating certain objects, which, in the opinion of the Commissioners, were reprehensible (*e.g.*, rules against non-unionists). The minority recommended registration for all trade unions, not having a criminal object, indiscriminately; such a registration to carry with it protection for their funds. The special question of actions of tort, and the practical difficulties, under the then existing system, of enforcing liability against trade unions do not seem to have engaged the attention of the Commissioners, or to have been discussed by them. But certainly they did not recommend any exemption from such actions.

22. As the bill passed through Parliament the question of liability for tort was not raised. The Government in the main followed the recommendation of the minority of the Commission. They proposed a qualified legalization of trade unions (whether of employers or employed). The legalizing sections were Sections 2 and 3, 34 and 35 Vic. c. 31 —

*Section ii.* The purpose of any Trade Union shall not by reason merely that they are in restraint of trade be deemed to be unlawful, so as to render any member of such trade union liable to criminal prosecution for conspiracy or otherwise.

*Section iii.* The purposes of any trade union shall not by reason merely that they are in restraint of trade be unlawful, so as to render void or voidable any agreement or trust.

And the qualifications on this legislation are to be found in Section 4;

*Section iv.* Nothing in this Act shall enable any court to entertain any legal proceeding instituted with the object of directly enforcing or recovering damages for the breach of any of the following agreements, namely: —

1. Any agreement between members of a trade union, as such, concerning the conditions on which any members, for the time being, of such trade union shall or shall not sell their goods, transact business, employ or be employed.
2. Any agreement for the payment by any person of any subscription or penalty to a trade union.

3. Any agreement for the application of the funds of a trade union:—

(a.) To provide benefits to members; or

(b.) To furnish contributions to any employer or workman not a member of such union in consideration of such employer or workman acting in conformity with the rules or resolutions of such trade union;

(c.) To discharge any fine imposed upon any person by sentence of a court of justice, or

4. Any agreement made between one trade union and another; or

5. Any bond to secure the performance of any of the above-mentioned agreements.

But nothing in this section shall be deemed to constitute any of the above-mentioned agreements unlawful.

23. The broad effect of this part of the Act is that trade unions ceased to be any longer unlawful societies by reason of their purposes being in restraint of trade, and therefore ceased to be under any disability on account of unlawfulness to sue for the protection of their funds: at the same time the Act did not enable any court *directly* to enforce agreements between a trade union and its members, or between one trade union and another. The Act said nothing about actions of tort; but one of the results of the statute legalizing trade unions was to enable them to sue others in tort. As to the liability to be sued in tort, this, as has been shown, did not depend on the legality of the trade union: and if the general legal procedure permitted, or should come to permit, a trade union to be sued in tort, there was certainly nothing in the Trade Union Act to prevent it.

24. The enactment in Section 3 constitutes in effect a special exemption to trade unions from certain consequences which might otherwise follow from these purposes being in restraint of trade: it prevents agreements made by or with them being void or voidable. This exemption extended to all trade unions, whether registered or non-registered, and was the only advantage conferred by the Act upon unregistered trade unions. The Act proceeded to enable a trade union at its discretion to register, and on registration such trade union became subject to certain regulations, and also entitled to certain advantages. Amongst the advantages was the exclusive right to its registered



name. After the passing of the Act, trade unions were for some time as little before the civil courts as they had been formerly. This was the result partly of Section 4 excluding from the courts cognizance of the contracts in which trade unions, whether registered or non-registered, were chiefly interested; partly of Section 9, which provided that all real and personal property of a registered trade union should be vested in trustees who were empowered to bring or defend all actions concerning such property; and partly of the difficulties previously mentioned, arising from the number of members.

25. Turning now for the moment aside from special trade union legislation we find that the next step was the amendment of general procedure under the Judicature Acts in 1881. The effect of these Acts was to bridge over the differences between Courts of Common Law and Courts of Equity. All the courts became divisions of one court, the Supreme Court, and the distinction was abolished between legal and equitable rules as regards parties to sue and be sued, and in 1883 was issued a General Order, No. 16 of the Supreme Court, Rule 9 of which prescribed that where there are numerous parties having the same interest in one cause or matter, one or more of such persons may sue or be sued, or may be authorized by a court or judge to defend in such cause or matter, on behalf or for the benefit of all persons so interested.

26. This General Order had no special reference to trade unions, and, for a time, was not utilized in their case: and, as before, no action was brought against them in tort. But in 1893 occurred the case of "*Temperton v. Russell*," L. R. 1893, 1 Q. B. 715, in which officials of three trade unions were made defendants to represent all the members, and on their objecting, it was held by the Court of Appeal that the order was not applicable to the case of a trade union, because the words of the order "numerous parties having the same interest in one cause or matter" could only be satisfied by parties who had, or claimed to have, a beneficial proprietary right which they were asserting or defending, and this was not so in the case of a trade union. This decision proceeded, it is obvious, on general grounds which had nothing to do with the question whether trade unions ought to be exempt from actions in tort. It was



a decision of a very high, though not the highest, legal authority that trade unions could not be so sued, and it was naturally inferred that if they could not be so sued, they could not be sued at all: at that time it had not been suggested that under the Act of 1871, a registered trade union could be sued in its registered name.

27. The decision in *Temperton v. Russell* was still in force, when, in 1894, the Royal Commission on Labour delivered their report. Accordingly the Commissioners naturally assumed that a trade union could not be effectively sued in tort. They did not express any opinion on the question, whether as a matter of principle or expediency trade unions ought to be liable to be sued in tort. But an important section of the Commission suggested that the time might come when it might be expedient for a trade union of employers and a trade union of employed to be able to make with each other binding agreements concerning the terms of employment for a limited period, so that in case of default the funds of the defaulting union should be liable for the damages. And they pointed out that for this purpose two changes in the law would be necessary: (1) a modification of Section 4 of the Trade Union Act, which forbids such agreements from being directly enforced; and (2) a grant to trade unions of partial or conditional incorporation so as to remove the difficulty arising from numbers and the want of legal personality.

28. But four of the Commissioners, viz., Mr. Abraham, Mr. Austin, Mr. Maudsley, and Mr. Tom Mann further reported generally on the subject of the liability of trade unions to be sued either in tort or in contract:

One proposal made to the Commission by several witnesses appears to us open to the gravest objection. This suggestion is, that it would be desirable to make trade unions liable to be sued by any person who had a grievance against their officers or agents. To expose the large amalgamated societies of the country, with their accumulated funds, sometimes reaching a quarter of a million sterling, to be sued for damages by any employer in any part of the country, or by any discontented member or non-unionists for the action of some branch secretary or delegate, would be a great injustice. If every union were liable to be perpetually harassed by actions at law on account of the doings of individual members; if trade-union funds were to be depleted by law-

yers' fees and costs, if not by damages and fines, it would go far to make trade unionism impossible for any but the most prosperous and experienced artisans.

The present freedom of trade unions from any interference by the courts of law — anomalous as it may appear to lawyers — was, after prolonged struggle and Parliamentary agitation, conceded in 1871, and finally became law in 1876. Any attempt to revoke this hardly won charter of trade-union freedom, or in any way to tamper with the voluntary character of their associations, would, in our opinion, provoke the most embittered resistance from the whole body of trade unionists, and would, we think, be undesirable from every point of view.

This opinion no doubt represents the views of trade unionists that trade unions ought to be exempt from liability to be sued, but the assumption that such exemption had been obtained by the legislation of 1871 is, as we have shown, mistaken. As regards the Act of 1876 that Act amended the definition of trade unions and made some minor changes, but did not touch either status or civil liability.

29. In 1901 the decision in *Temperton v. Russell* came under review by the House of Lords in the case of *Duke of Bedford v. Ellis and others* (L. R. 1901 A. C. 10) which was an action not against trade unionists, but against a number of occupiers of premises in Covent Garden market. The House of Lords overruled *Temperton v. Russell* and held that General Order No. xvi. Rule 9, was universal in its application.

30. Such was the state of the law when the Taff Vale railway case came before the House of Lords in 1901. In the first place, expounding the Trade Union Act of 1871, they held unanimously that from the provisions in that Act concerning registered trade unions there is to be legally inferred an intention of Parliament that a trade union might be sued in tort in its registered name, with the consequence that trade-union funds would be liable for any damages that might be awarded. Seconding — apart from the Trade Union Act — Lord Macnaghten and Lord Lindley expressed an unhesitating opinion that under the General Order, No. xvi., as interpreted in *Duke of Bedford v. Ellis*, any trade union, whether registered or not, could be sued in tort by means of a representative action.

31. We have given this detailed narrative in order to throw

light upon two questions — how it came about that trade unions did so long enjoy a practical immunity from actions of tort, and what are the circumstances which induced the notion so generally entertained that this immunity had been secured by the Act of 1871 as a privilege of trade unions. But when the circumstances come to be sifted, it is manifest that — with the exception of the comparatively recent decision in *Temperton v. Russell*, which, though delivered in a trade-union case, was on a point of general procedure having no special reference to trade unions, and which is now proved to have been erroneous; and with the exception of the assumptions of the Royal Commission on Labour of 1894, which were based on that decision — no assurance of such immunity has ever been held out: no public commission as a body has represented that they ought to be exempt; no Government has promised that they would be exempt by forthcoming legislation; and no judge has pronounced that they are exempt. In short, it turns out that the notion of a trade union having been intended to be specially exempted from actions of tort is a mere misconception resting on no other foundation than long practical immunity, which was simply the result of defects in general legal procedure that have now been remedied on general considerations of equity quite irrespective of trade unions and trade-union law. And the *Taff Vale* case shows that, even if the rules of general legal procedure were not available in case of trade unions, nevertheless under the Act of 1871 registered trade unions would be liable to be sued in tort.

32. It remains now to consider the question on the ground of justice and equity, and here the objections against disturbing the law as laid down in the *Taff Vale* case appear insurmountable. There is no rule of law so elementary, so universal, or so indispensable as the rule that a wrong-doer should be made to redress his wrong. If trade unions were exempt from this liability they would be the only exception, and it would then be right that that exception should be removed. That vast and powerful institutions should be permanently licensed to apply the funds they possess to do wrong to others, and by that wrong inflict upon them damage, perhaps to the amount of many thousand

pounds, and yet not be liable to make redress out of those funds, would be a state of things opposed to the very idea of law and order and justice.

33. On what grounds can such a claim be supported? Trade unions which originally were looked upon as illegal combinations have made out their claim to enfranchisement and existence. But having done so they cannot put their claims higher than to say that they are institutions which are beneficial to the community as a whole. But so are many other institutions — banks, railways, insurance companies, and so on. It may have been right to provide, as has been done, that the courts shall not have power directly to enforce agreements between trade unions and their members in the same manner as they can in the case of shareholders and policy holders in the institutions above mentioned. But when trade unions come in contact by reason of their own actions with outsiders, and *ex hypothesi*, wrong those outsiders, there can be no more reason that they should be beyond the reach of the law than any other individual, partnership, or institution. Such a claim has indeed in former times been made by the spiritual as against the civil authority, and has been consistently disallowed. What was denied to religion ought not in our judgment to be conceded to trade unionism.

34. In the discussion thus far it has been necessarily made matter of assumption that the trade union has done some act from which a liability to pay damages ensues: or, in other words, that having so acted any association other than a trade union would be liable. It is thus at once apparent how branches *B* and *C* of the subjects we have laid down for discussion are interlinked with branch *A*, because the practical as distinguished from the theoretical liability of trade-union funds will largely depend on the law as to branches *B* and *C*. Before, however, we pass to the consideration of these subjects, there is something to be said on two other topics, viz., the law of agency and the position of benevolent funds.

35. The torts in respect of which trade unions may be sued are necessarily torts committed by agents, for trade unions, like all other aggregate bodies, can only act by means of agents.



There are certain principles of the law of agency which are of general application, and will be found to apply to trade unions just as they do to all other persons or bodies. In all cases the plaintiff who seeks to render the principal liable for the tort committed by the agent has to prove (1) that a wrong was done to him; (2) that the wrong-doer was an agent; and (3) that the agent, in doing the wrong, acted within the scope of his employment.

36. These three matters depend in one sense on questions of fact, and as facts infinitely vary it is obviously impossible antecedently to set forth what facts will and what will not constitute liability. But in regard to (2) and (3) — for as to (1) no comment is required — it is obvious that trade unions are in a somewhat peculiar position in two respects. The first is as regards to what are known as their “branches,” which are often in a semi-independent position to the union as a whole or its central executive. It is not unnaturally looked on as a hardship that the funds of the whole union may be rendered liable by the unauthorized act of some branch agent. We recommend that means shall be furnished whereby the central authorities of a union may protect themselves against unauthorized and immediately disavowed actions of branch agents. The other consists in the fact that registered trade unions are, though not incorporated, held liable as if they were incorporated. The principles governing the application of the rules of agency to bodies so constituted have been carefully stated in the case of *Denaby v. Yorkshire Miners' Association*, and we are of opinion that trade unions would have no just ground of complaint if the law is applied to them strictly in accordance with the principles there laid down. We are, however, divided in opinion whether it is possible or expedient to endeavor to embody these principles in a statutory enactment, and therefore refrain from making any recommendation on this point.

37. As regards non-registered trade unions, they have not yet been made the subject of a legal decision, but we conceive that the funds can be made liable only by means of a representative action, and it follows that two conditions must be satisfied in order to make those funds liable for the acts of agents: — (1)



Such agents must be persons who can properly be considered to be the agents of all the members, and must be acting within the scope of their agency; (2) the funds must be property which would have been taken into execution or attached in an action in which all the members had been made defendants.

38. Although unions may exist for the purposes, *inter alia*, of a benefit society, the funds of the union for whatever purpose are in law a massed fund, and as such liable to be taken into execution in accordance with the principles above laid down. It is often represented that this is a great hardship on those who have contributed to the benefit funds, and that this hardship is not lessened by the prevalent though erroneous belief that trade-union funds were immune from outside attack. To separate the funds under the law as it at present stands would require a very elaborate scheme of trust. We think such separation should be made easier by statutory enactment. The Chairman and Mr. Cohen consider that, in accordance with the views already expressed, such separation would have to be accompanied by the condition that the funds so separated should not be available for what may be termed militant as distinguished from purely benevolent purposes. In other words, they would have to be confined to sick, accident, and superannuation funds, and not extend to out-of-work funds. Mr. Webb thinks that the definition of the Trade Union (Provident Funds) Act, 1903, should be followed with the object of placing out-of-work funds in the same position.

39. We have discussed the question so far historically and upon its merits, but apart from evidence as to the effect of the Taff Vale judgment. As we have pointed out, the evidence on the question of effect has only been proffered on the employers' side. So far as it is concerned it is practically unanimous, and asserts clearly that the effect of the judgment has been to make trade unions much more careful than heretofore in seeking not to infringe the law: with the result that strikes have been less frequent, that in the conduct of trade disputes there has been less violence and intimidation, and that the disputes themselves have been easier to settle than was the case before the law was authoritatively laid down.

*B. — The Statute Law Relating to Picketing and Other Incidents of Strikes.*

40. We have made use of the term "picketing" because although it is not a legal term — not being defined in any Statute — it is well understood, and much controversy turns on the methods of picketing to be employed. At the same time we propose to discuss under this head the various offences which have been created by the law in order to protect persons from intimidation, molestation, etc. In this case also we think it expedient to preface our remarks by a short historical retrospect.

41. Sir James Stephen, in the third volume of his History of the Criminal Law, gives an interesting summary of the history of offences relating to trade and labor. He explains the common law and the statute law against engrossing, forestalling, and regrating — laws which were evidently opposed to "a free course of trade," so far, at least, as this depends upon unrestrained competition and speculation. The learned author then gives an account of the long series of enactments passed against combinations of workmen, whether for raising wages, or for any other purpose. Until very recent times it was considered the special duty of the Legislature, whether in the interests of the wage earners, or in those of the employers or consumers, to prescribe the rate of wages and other conditions of employment. In fact, for a very considerable period, a workman's wages and hours of work were fixed by Acts of Parliament or by justices of the peace. All agreements and combinations of workmen for advancing wages or lessening their usual hours of work were not only declared to be null and void, but were made criminal offences subject to severe punishment.

42. In 1824, by 5 Geo. 4 c. 95 the combination laws were all repealed. The Legislature, however, thought that having done so it would not be safe to leave the law standing on common law and statutory indictable offences such as assault, etc., but proceeded to enact that certain acts of coercion as well as combinations to commit them should be criminal offences summarily punishable.

43. The Act of 5 Geo. 4 c. 95 only stood for one year and

was replaced by the Act of 1825. This Act, 6 Geo. 4 c. 129, also made certain specified acts, many of which were and some of which were not indictable at common law, punishable by a Court of Summary Jurisdiction. It prohibited, without defining, molestation and obstruction, and under this head and also under the head of Common Law conspiracy to injure, workmen were in *Reg. v. Rowlands*, 1851, 17 Q. B. Ad. E. 671, convicted of an offence, although what they had done was by way of peacefully persuading. In consequence it was, by the Amending Act of 1859, 22 Vic. c. 34, provided that (in the cases in which combination was permitted by Statute) no person should by reason merely of his endeavoring peaceably, and in a reasonable manner, and without threats or intimidation, direct or indirect, to persuade, etc., be deemed guilty of molestation or obstruction within the meaning of the said Act of 1825, or should therefore be subject to a prosecution or indictment for conspiracy.

44. The Act of 1859 was in its turn replaced by the Criminal Law Amendment Act, 1871, which repealed the Acts of 1825 and 1859, and by Section 1 made it penal to molest or obstruct any person, in manner defined by the section, with a view to coerce such person, etc.: and the definition was that a person is to be deemed to molest or obstruct another if he watch or beset the house or other place where such person resides or carries on business, or happens to be, or the approach to such house or place. No exception was made in favor of watching or besetting with a view to obtaining or communicating information or peacefully persuading: but in 1875 (before the passing of the Conspiracy, etc., Act, 1875), in the case of workmen being charged with conspiracy to molest Mr. Graham and others in their business of cabinet makers, Mr. Russell Gurney, the Recorder of London, in effect charged the grand jury not to bring in a true bill, if all that the pickets had done was to peacefully persuade. (*R. v. Hibbert*, 1875, 13 Cox, C. C. 82.)

45. Next came the Act of 1875,<sup>1</sup> The Conspiracy and Protection of Property Act, 38 and 39 Vic. c. 86, which repealed the Act of 1871. That Act is the now existing Act, and Section 7 is in the following terms:

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<sup>1</sup> Called by Mr. Justice Cave, "the charter of the workingman."

*Section vii.* Every person who, with a view to compel any other person to abstain from doing or to do any act which such other person has a legal right to do or abstain from doing, wrongfully and without legal authority, —

1. Uses violence to or intimidates such other person or his wife or children, or injures his property; or,
2. Persistently follows such other persons about from place to place; or,
3. Hides any tools, clothes, or other property owned or used by such other person, or deprives him of or hinders him in the use thereof; or,
4. Watches or besets the house or other place where such other person resides, or works, or carries on business or happens to be, or the approach to such house or place; or,
5. Follows such other person with two or more other persons in a disorderly manner in or through any street or road,

shall, on conviction thereof by a court of summary jurisdiction, or on indictment as hereinafter mentioned, be liable either to pay a penalty not exceeding twenty pounds, or to be imprisoned for a term not exceeding three months, with or without hard labor.

Attending at or near the house or place where a person resides, or works, or carries on business, or happens to be, or the approach to such house or place, in order merely to obtain or communicate information, shall not be deemed a watching or besetting within the meaning of this section.

46. This, it will be observed, made it penal to watch or beset, etc., the house, with the qualification that attending merely to communicate or obtain information should not be deemed watching or besetting. As the bill passed through Parliament the Government was pressed to insert words putting peaceful persuasion on the same footing as communicating and obtaining information, but they refused on the ground that it was implied by the terms of the bill. After the Act had passed, a case, *Reg. v. Bauld*, 1876, 13 Cox 282, came before the court, and in the course thereof it was ruled that watching and besetting for any other purpose than that of obtaining or communicating information was forbidden, and therefore that watching or besetting for the purpose of peacefully persuading was an offence. The same result was come to in the decision of the authoritative case of *Lyons v. Wilkins*, 1896, 1 Ch. 811, 1899, Ch. 255. It is sometimes represented that workmen are thus punished for merely peacefully persuading. But this is not so. No workman has ever



been punished under this Act for merely peacefully persuading. What he has been punished for is watching or besetting a house, etc., with the view of peacefully persuading — a different matter. Before he can be convicted or punished it has to be proved that he watched or beset the house; and also that he did so to compel, though compelling may, in the case supposed, mean little more than persuading persons to do what without such persuasion they might not be willing to do.

47. The proposal made on this matter by the trade unions may be taken to be embodied in Clause 1 of Mr. Whittaker's bill of 1905, which is in these terms: —

“*Clause i.* — It shall be lawful for any person or persons acting either on their own behalf or on behalf of a trade union or other association of individuals, registered or unregistered, in contemplation of or during the continuance of any trade dispute, to attend for any of the following purposes at or near a house or place where a person resides or works, or carries on his business, or happens to be —

- (1) for the purpose of peacefully obtaining or communicating information;
- (2) for the purpose of peacefully persuading any person to work or abstain from working.”

48. Such an enactment would go further than the mere insertion of what the Government of 1875, as above stated, understood was already done, because it is not an amplification of the proviso, but a positive enactment giving a right to attend. The proposal would, in fact, legalize the attendance of any number of persons for the specified purpose, although the attendance might be such as to constitute a nuisance, or a trespass. But the real objection lies deeper. The evidence on this matter laid before us is on this point really overwhelming, and is evidence which the trade unions have made no attempt to contradict. What it comes to is this, that *watching and besetting* for the purpose of peaceably persuading is really a contradiction in terms. The truth is that picketing, however conducted, when it consists of watching or besetting the house, etc., — and it is to be observed that the statute places no limit to the number of persons attending for the purpose only of obtaining or communicating information or to the length of time during which such attendance may be maintained, — is always and of necessity



in the nature of an annoyance to the person picketed. As such, it must savor of compulsion, and it cannot be doubted that it is because it is found to compel that trade unions systematically resort to it. It is obvious how easy it must be to pass from the language of persuasion into that of abuse, and from words of abuse to threats and acts of violence. A considerable proportion of the cases of physical violence which occur during times of strike arise directly or indirectly out of picketing. At the same time all the witnesses admitted that the real vice of picketing consisted in illegal intimidation, that is to say, in producing in the mind of a person apprehension that violence would be used to him or his wife or family or damage be done to his property, and some witnesses thought that picketing by one or two persons could not produce any injurious effect. It must be remembered that, if picketing amounts to a nuisance, it can be restrained by injunction, and that a trade union which authorizes the nuisance can be made liable in a civil action. Moreover, the consideration that the right to strike, which, when not accompanied by breach of contract, tort, or crime, is legal, and indeed is conceded by nearly all employers to be within the rights of workmen, carries with it in our judgment as a corollary the right to persuade others to do the same. We therefore think that this right could be safeguarded, and at the same time the oppressive action of picketing struck at if the watching-besetting clause with its proviso were struck out, and instead thereof another sub-section (which would also supersede sub-section 1) inserted "acts in such a manner as to cause a reasonable apprehension in the mind of any person that violence will be used to him or his wife or family, or damage be done to his property."

*C. — The Law of Conspiracy as Affecting Trade Unions.*

49. The subject of the law of conspiracy is peculiarly intricate: and it is probably impossible to reconcile the opinions and dicta which have been pronounced by judges and writers of authority on the matter. The remarks which we shall make cannot be authoritative and are not intended to be exhaustive, but they will be sufficient, we hope, to indicate the bearing of the subject on the question referred to us.

50. The nature of a criminal conspiracy at common law is described in the following well-known passage from the opinion of the judges delivered by Willes, J., in *Mulcahy v. Reg.* 1868 L. R. 3 H. L. 317:—

A conspiracy consists not merely in the intention of two or more, but in the agreement of two or more to do an unlawful act or do a lawful act by unlawful means. So long as such a design rests in intention only it is not indictable. When two *agree* to carry it into effect, the very plot is an act in itself, and the act of each of the parties, promise against promise, *actus contra actum*, capable of being enforced if lawful, punishable if for a criminal object, or for the use of criminal means.

A more definite statement of the law is to be found in the Report of the Royal Commission of 1874, of which L. C. J. Cockburn, Sir Montague Smith, and Mr. Russell Gurney were members:—

Conspiracy may be divided into three classes. *First*, where the end to be accomplished would be a crime in each of the conspiring parties, a class which offers no difficulty. *Secondly*, where the purpose of the conspiracy is lawful, but the means to be resorted to are criminal, as where the conspiracy is to support a cause believed to be just by perjured evidence. Here, the proximate or immediate intention of the parties being to commit a crime, the conspiracy is to do something criminal, and here, again, the case is consequently free from difficulty. The *third* and last case is, where, with a malicious design to do an injury, the purpose is to effect a wrong, though not such a wrong as, when perpetrated by a single individual, would amount to an offence under the criminal law. Thus, an attempt to destroy a man's credit and effect his ruin by spreading reports of his insolvency would be a wrongful act, which would entitle the party whose credit was thus attacked to bring an action as for a civil wrong; but it would not be an indictable offence. If it be asked on what principle a combination of several to effect the like wrongful purpose becomes an offence, the answer is—upon the same principle that any other civil wrong, when it assumes a more aggravated and formidable character, is constituted an offence, and becomes transferred from the domain of the civil to that of the criminal law. All offences, it need hardly be observed, are either in their nature offences against the community, or are primarily offences against individuals. As regards the latter class every offence against person or property or other individual right involves a civil wrong, which would have entitled the person injured to civil redress, were it not that, owing to the aggravated nature of the wrong, and the general insecurity to society which would ensue from such act if

allowed to go unpunished, the State steps in and, merging the wrong done to the party immediately interested in the larger wrong done to the community, converts the wrong done by the infraction of individual right into a crime, and subjects the wrong-doer to punishment, to prevent, as far as possible, the recurrence of the offence. Thus the dividing line between private wrongs, as entitling the party injured to civil remedies, and private wrongs thus converted into public wrongs, in other words, into offences or crimes, is to be found in the more aggravated and formidable character which the violation of individual rights under given circumstances assumes. It is upon this principle that the law of conspiracy, by which the violation of private right, which if done by one would only be the subject of a civil remedy, when done by several is constituted a crime, can be vindicated as necessary and just. It is obvious that a wrongful violation of another man's right committed by many assumes a far more formidable and offensive character than when committed by a single individual. The party assailed may be able by recourse to the ordinary civil remedies to defend himself against the attacks of one. It becomes a very different thing when he has to defend himself against many combined to do him injury. To take the case, put by way of illustration, that of false representations made to ruin a man's business by raising a belief of his insolvency. Such an attempt made by one might be met and repelled. It would obviously assume very different proportions and a far more formidable character if made by a number of persons confederated together for the purpose, and who should simultaneously, and in a variety of directions, take measures to effect the common purpose. A variety of other instances illustrative of the principle might be put. The law has, therefore, and, as it seems to us, wisely and justly established that a combination of persons to commit a wrongful act with a view to injure another shall be an offence, though the act, if done by one would amount to no more than a civil wrong. We see no reason to question the propriety of the law as thus established, nor have we any reason to believe that in its general application it operates otherwise than beneficially. Whether there are cases in which, on a correct view of the law, parties may be held liable on a charge of conspiracy, where the end is not wrongful, or the means to be used criminal, is a matter into which we do not think it necessary to enquire, as, if such be the law, which we greatly doubt, we are prepared, as we shall state further on, to recommend that as respects the contract of hiring and service, and the relation of master and servant, the law should be amended.

51. Previous to 1871 the courts had in certain cases (of which *R. v. Rowlands* is an example) in applying the law of conspiracy, treated, as criminal combinations, ordinary strike pro-

ceedings which did not involve the commission of anything, which, if done by one person, would be forbidden by either the criminal or the civil law. Such proceedings, workmen represented, ought not to be considered criminal. Parliament, accepting this view of the workmen, endeavored to meet it by the Criminal Law Amendment Act of 1871, but this expedient failed, as is shown by the Gas Stokers Case, *R. v. Bunn*.

52. We refer to what we have already said upon the history of the repeal of the combination laws, and the enactment by the Legislature of specific offences summarily punishable. In 1875 the Government of the day resolved in framing the Act of that year to deal with the law of conspiracy so far as it affected trade unions, and to apply a more drastic remedy than that which had failed in 1871, by declaring that a combination to do, or procure to be done, any act in contemplation or furtherance of a trade dispute between employers and workmen should not be indictable as a conspiracy, if such act committed by one person would not be a crime punishable with imprisonment. This policy of the Act of 1875 was explained by the responsible promoters of the measure in terms which are unmistakable. Earl Cairns, who was then Lord Chancellor, in the debate which took place on the Act of 1875, Conspiracy and Protection of Property Act, 38 and 39 Vic. c. 86, when it was in Committee in the House of Lords, is reported in "*Hansard*," Vol. 226, p. 164, to have said:—

The bill did make a change in the existing law, and the clause now under consideration was in harmony with the other parts of the measure. Taken in connection with the following clauses, the bill attempted to define what acts connected with trade disputes were criminal and what were not—therefore it recited all acts relating to trade disputes which were intended to be treated criminally, and it sets those acts out. On the other hand it declared by this clause that an agreement by two or more persons to do what would not be a crime if done by one person was not to be punished as a crime; but by the next clause intimidation and annoyance by violence were struck at, and it was declared that every person who, with a view to compel any other person to abstain from doing, or to do, any act which such other person had a legal right to do or to abstain from doing, should use violence or intimidation either to his person, or his wife or children, or his property, should be liable on conviction to a pecuniary penalty or to imprisonment. By



this clause, then, intimidation was struck at, and combined action to carry out such intimidation would therefore be struck at. It was true that, under the existing law, if one man broke his contract that would not be a crime, while if say — fifty — broke their contract, that at common law might be regarded as a conspiracy. Under this bill it would not be a conspiracy. The principle upon which the bill was framed was that the offences in relation to trade disputes should be thoroughly known and understood, and that persons should not be subjected to the indirect and deluding action of the old law of conspiracy.

53. There can, therefore, be no doubt as to the evils at which the Act of 1875 was aimed. It was considered that the common law relating to criminal conspiracies was in many respects vague and uncertain, and that workmen were justified in demanding that the law as to their liability in connection with strikes and disputes should be made clear, precise, and definite. Such being the object of the Legislature, it was deemed expedient to enact, as is done in the third section, that: —

An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute between employers and workmen shall not be indictable as a conspiracy if such act committed by one person would not be punishable as a crime.

This enactment has made it perfectly clear in what cases combinations to do acts in furtherance or contemplation of trade disputes between employers and workmen involve criminal responsibility. It is clear that, subject to certain exceptions specified in the Statute, no combination to commit any act, which, if done by one person, would not be an offence punishable by imprisonment, can be the foundation of criminal proceedings.

54. The civil action of conspiracy differs in this respect from the criminal, that the conspiracy is not complete by mere agreement, but must result in something being done from which damage results in order that the action may lie.

55. For the reasons which we gave in our treatment of branch A, no one was, during the discussion of the bill of 1875, thinking of the civil action. It is, however, evident that the authoritative exposition of the law in the Taff Vale case makes the subject of the civil action of supreme importance.



56. The importance of the subject was brought to the front by the decision in the House of Lords of the case of *Quinn v. Leatham*, L. R. 1901 A. C. 495. The facts of that case were as follows:—

The plaintiff, Leatham, master butcher, sued the defendants, trade unionist officials (Craig being the president, Quinn the treasurer) for damages for procuring persons to break contracts and not to enter into contract with him; and for procuring workmen in the employment of such persons to leave the service of their employers and to break their contracts of service, with intent to injure the plaintiff and to prevent such persons from carrying out their contracts with the plaintiff and from entering into other contracts with him; and for intimidating such servants and coercing them to leave the service of their employers to the injury of the plaintiff; and for unlawfully *conspiring* together with others to do the acts aforesaid with intent to injure the plaintiff. The plaintiff was a butcher at Lisburn, about eight miles from Belfast; he employed non-unionists only. He had for foreman a man who had been with him ten years, and he himself had for twenty years been in the habit of supplying meat to Munce, a butcher in Belfast, to the value of £30 a week on the average. Munce employed unionists. The defendants were butchers' assistants in Lisburn and Belfast. In the spring of 1895, the defendants formed themselves into a trade union, and one of the rules was that they would not work with non-union men or cut up meat that came from a place where non-union men were employed. In July of the same year the defendants required the plaintiff to dismiss his foreman. The plaintiff negotiated on behalf of his foreman and his men, and offered to pay all fines against them and asked to have them admitted to the society. The defendants rejected this proposal, saying that the plaintiff's men should be punished and should be put to walk the streets for twelve months. The plaintiff refused to comply with defendants' demand, thereupon the defendants called on some of his men to leave him, but as they were non-unionists the union could do no more than induce one of them to leave. This, however, was in breach of contract. They then demanded of Munce to discontinue taking meat from plaintiff, with "threat" of a strike against him (in the nature of a secondary strike). Munce complied, to the great loss of the plaintiff. The "threats" which the unionists sent during the negotiations were, to the plaintiff, "If you continue as at present our Society will be obliged to adopt extreme measures in your case," and to Munce: "We have endeavored to make satisfactory arrangements (with Leatham), but have failed, so therefore have no other alternative but to instruct your employees to cease work immediately Leatham's beef arrives."

The case began in 1896, when the decision of the Court of Appeal in "*Flood v. Jackson*" had not yet been reversed on appeal (as "*Allen v.*

Flood"), and was in force as a binding authority. The defendants did not call witnesses. The jury found that the defendants had "wrongfully and maliciously" induced the customers and servants of the plaintiffs to refuse to deal with the plaintiffs, and had conspired to induce them so to do. Verdict accordingly was given for the plaintiffs, and the defendants moved for judgment to be entered in their favor on the ground that no actionable wrong had been shown on the evidence. The motion came on for hearing in November, 1898, after the adjudication of "*Allen v. Flood*" by the House of Lords. The Queen's Bench Division and the Court of Appeal unanimously (with the exception of Pales, C.B., in the court below) upheld the verdict, holding that the rule laid down in "*Allen v. Flood*," that an act of harm, if not unlawful in itself, did not become unlawful because done with a bad motive, did not apply to the case of a combination. The case then went to the House of Lords who unanimously affirmed the decision of the court below. The law-lords unanimously held that the terms of the Conspiracy, etc., Act, Section 3, which exclude indictments for conspiracy left unaffected the civil remedy for conspiracy, and they found that in the case before them the defendants were civilly liable as for conspiracy.

57. Throughout these remarks we have assumed that it is not for us to discuss the status or privileges of trade unions so far as they rest on Parliamentary sanction. It may be a question whether the enactment in Section 3 of the Act of 1875, Conspiracy and Protection of Property Act 1875, is in truth correctly expressed; whether in truth an act done by a combination of persons can ever be the same as an act done by one. There, however, the matter stands, and it is not doubtful that it represents a concession to trade unions, whose chief strength must necessarily lie in collective action.

58. The danger to trade unions consists not so much in the judgment of *Quinn v. Leatham* as in the possible expansion of the judgment by the application of the dicta of certain of the law-lords who took part in it. In *Quinn v. Leatham* there was the element of procuring to break contract. But to break a contract is to involve liability for damages, and the procuring to break a contract is itself a tortious act. *Lumley v. Gye*, 2 E and B 216. We are aware that *Lumley v. Gye* has been much discussed, but we consider it has been authoritatively affirmed as good law by the recent judgment of the House of

Lords in *The Glamorgan Coal Co. (Ltd.) and others v. The South Wales Miners' Federation and others*, 1905, A. C. 239. But the dicta of *Quinn v. Leatham* show clearly that there might be an action of damages based on any conspiracy to injure or to do harm, and it is obvious the very essence of a strike is in one sense injury to those against whom it is directed. Thus, procuring to strike might by the law of *Quinn v. Leatham*, coupled with that of *Taff Vale*, involve trade union funds in liability, even where there had been no procuring to break existing contracts.

59. There is no doubt that, though the law of conspiracy is intricate in discussion, the existence of a criminal sanction for conspiracy is a valuable preservative of order, and modern times have shown that there are certain forms of oppression generally known as boycotting which can scarcely be met except by its aid. Whether there can truly be a civil action for conspiracy, on facts which fall short of criminal conspiracy, is a question which cannot be said to be settled. We have carefully considered the matter, and our view is in the negative. . . . But we do not think it material to discuss the question at length, because, as we have already shown, the Legislature has thought fit to put those who conduct trade disputes in an exceptional position as regards that law.

60. We think therefore that without attempting to touch the law of conspiracy generally, it would be reasonable to recognize that, by the Act of 1875, it was conceded that trade unions, who necessarily act by means of combination, should for the purposes of trade disputes be put in a special position.

For the reasons already given the protection conceded was at that time confined to the criminal side. We think it can fairly be said that the civil side should be equally dealt with.

61. The proposal of the trade unions may be taken as embodied in Clause 3 of Mr. Whittaker's bill of 1905, which is as follows:—

*Clause 3.* An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute shall not be ground for an action if such act, when committed by one person, would not be ground for an action.

We think this would be better effected by an enactment to the following effect: —

That an agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute shall not be the ground of a civil action unless the agreement or combination is indictable as a conspiracy notwithstanding the terms of the Conspiracy and Protection of Property Act, 1875.

62. It is to be observed that in the above proposed amendment we have omitted after the words "trade dispute" the words "between employers and workmen" which are to be found in Section 3 of the Act of 1875. Our reason for so doing is that in "*Quinn v. Leatham*" the House of Lords expressed their opinion that the third section of the Act of 1875 would in the case before them have afforded no exemption from criminal liability because the acts of the defendants were not acts within the terms of the statute in contemplation or furtherance of a trade dispute between employers and workmen. Their Lordships did not offer any definition of what are acts in contemplation or furtherance of a trade dispute between employers and workmen; and though the acts done by the defendants are detailed in the evidence and commented upon by the court it is difficult to collect which of those acts taken separately failed to come within the statutory description, so as to form any guide for future cases, where, of course, the circumstances will be different. It seems to us that the Act when construed in accordance with the decision of the House of Lords has failed in giving effect to the intention of Parliament in 1875. The Legislature at that time we cannot doubt had for their cardinal object to eliminate the vague and uncertain operation of the law of conspiracy from all disputes between employers and workmen arising out of strikes and similar combinations, and the words they used for this purpose are not "between employers and workmen in their employ," but, "between employers and workmen."

For these reasons we are also of opinion that the Act of 1875 should be made to extend to so-called secondary strikes,<sup>1</sup> and we

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<sup>1</sup> Or "sympathetic" strikes in America.



state this with the greater confidence because the majority of those employers examined by us, whose evidence was of the greatest weight, agreed that there was no valid reason for drawing a distinction between secondary and other strikes.

63. We have now finished our observations on the three branches into which for convenience of discussion we divided the subject. There remain, however, one or two topics of a general nature. It must always be remembered that trade unions materially suffer from the fact that at common law they are illegal associations, and are only, so to speak, enfranchised so far as the words of the Statute go. Their present enfranchisement depends on the words of Sections 2 and 3 of the Trade Union Act of 1871, 34 and 35 Vic. c. 31, which are as follows:—

*Section 2.* The purposes of any trade union shall not by reason merely that they are in restraint of trade be deemed to be unlawful so as to render any member of such trade union liable to criminal prosecution for conspiracy or otherwise.

*Section 3.* The purposes of any trade union shall not by reason merely that they are in restraint of trade be unlawful so as to render void or voidable any agreement or trust.

We think that it might be declared by Statute positively that trade unions themselves are lawful associations.

64. In the same way it was, to say the least of it, doubtful whether a strike is at common law *per se* illegal, *i.e.*, as concerted action. We think that *Allen v. Flood*, 1898, A. C. 1, authoritatively showed that a strike was not illegal, and that it follows as a corollary that to persuade to strike, *i.e.*, to desist from working, *apart from breach of contract*, is not illegal. We think this also might be statutorily declared. We are also of opinion for reasons stated in an Appendix that *Allen v. Flood* decided that no action lies against a person for the act of molesting another in his trade, business, or profession, unless such act be in itself an actionable tort; and as there are several dicta throwing doubt on this point we think there should be a declaratory enactment to that effect.

65. A good deal of evidence was laid before us from no unfriendly point of view to trade unions that it would be of great advantage that trade unions should be able to enter into binding



agreements with associations of employers, and with their own members to enable them to carry out their agreements. At present this is impossible owing to the terms of Sec. 4 of the Trade Union Act of 1871. We think that facultative powers might be given to trade unions, either (*a*) to become incorporated subject to proper conditions, or (*b*) to exclude the operation of Sec. 4 or of some one or more of its sub-sections for the purposes above mentioned.

### *Recommendations.*

66. Our recommendations may be summarized as follows: —  
That an Act should be passed for the following objects: —

(1) To declare trade unions legal associations.

(2) To declare strikes from whatever motive or for whatever purposes (including sympathetic or secondary strikes), apart from crime or breach of contract, legal, and to make the Act of 1875 to extend to sympathetic or secondary strikes.

(3) To declare that to persuade to strike, *i.e.*, to desist from working, *apart from procuring breach of contract*, is not illegal.

(4) To declare that an individual shall not be liable for doing any act not in itself an actionable tort only on the ground that it is an interference with another person's trade, business, or employment.

(5) To provide for the facultative separation of the proper benefit funds of trade unions, such separation if effected to carry immunity from these funds being taken in execution.

(6) To provide means whereby the central authorities of a union may protect themselves against the unauthorized and immediately disavowed acts of branch agents.

(7) To provide that facultative powers be given to trade unions, either (*a*) to become incorporated subject to proper conditions, or (*b*) to exclude the operation of Section 4 of the trade Union Act, 1871, or of some one or more of its sub-sections, so as to allow trade unions to enter into enforceable agreements with other persons and with their own members.

(8) To alter the 7th Section of the Conspiracy and Protection of Property Act, 1875, by repealing Sub-section 4 and the proviso, and in lieu thereof enacting as a new sub-section (which would also supersede Sub-section 1): "Acts in such a manner as to cause a reasonable apprehension in the mind of

any person that violence will be used to him or his family, or damage be done to his property."

(9) To enact to the effect that an agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute shall not be the ground of a civil action, unless the agreement or combination is indictable as a conspiracy notwithstanding the terms of the Conspiracy and Protection of Property Act, 1875.

### Memorandum by Mr. Sidney Webb.

I have signed the report of the majority of the commission because I agree with all its specific recommendations as far as they go, though not with every phrase in the report itself. These recommendations appear to me well adapted to remedy the particular defects in the law to which they apply; and their enactment in distinct and unmistakable terms would, in my opinion, remedy many of the grievances of which trade unionists complain, and would effect a great improvement.

With regard to suggested limitation of the liability of trade unions for the wrongful acts of their agents, I think that attention should be drawn to the following clause, which was contained in a Government bill submitted to the New South Wales Legislative Council on October 1st, 1903, by the then Attorney-General (Hon. Bernhard Wise), entitled "A Bill to amend the law of Conspiracy and to amend the Industrial Arbitration Act, 1901."

*Clause 2.* — No trade union or industrial union or association of employers shall be liable to any suit or action, nor shall the funds of such union or association be in any way chargeable in respect of any act or word, done, spoken, or written, during or in connection with an industrial dispute, by any agent, if it be proved that such agent acted: —

(i) contrary to instructions *bona fide* given by, or (ii) without the knowledge of the governing body of such union or association; and that the union or association has *bona fide* and by all reasonable means repudiated the acts or words complained of, at the earliest opportunity and with reasonable publicity.

But I cannot accept the assumption underlying the report that a system of organized struggles between employers and workmen, leading inevitably now and again to strikes and lock-outs, — though it is, from the standpoint of the community as a

whole, an improvement on individual bargaining, — represents the only method, or even a desirable method, by which to settle the conditions of employment. A strike or a lockout — which is not only lawful, but under existing circumstances, as a measure of legitimate defence against economic aggression, may be sometimes even laudable — necessarily involves so much dislocation of industry; so much individual suffering; so much injury to third parties, and so much national loss, that it cannot, in my opinion, be accepted as the normal way of settling an intractable dispute. Moreover, from the standpoint of the community, such a method has the drawback that it affords no security — and even no presumption — that the resultant conditions of employment will be such as not to be gravely injurious to the community as a whole: that they will not involve, for instance, on the one hand, the social degeneration of “sweating,” or on the other the loss caused by restriction of output or of apprenticeship. I cannot believe that a civilized community will permanently continue to abandon the adjustment of industrial disputes — and incidentally the regulation of the conditions of life of the mass of its people — to what is, in reality, the arbitrament of private war.

A more excellent way is, I believe, pointed out in the experimental legislation of the past decade in New Zealand and Australia. We have, in the factory, mines, shops, and sanitary legislation of the United Kingdom, long adopted the principle of securing, by law, the socially necessary minimum, as regards some of the conditions of employment for certain classes of labor. The various industrial conciliation and arbitration laws of New Zealand and Australia carry this principle a step farther, so as to include all the conditions of employment and practically all classes of labor. Such a system appears to offer, to the general satisfaction of employers and employed, both a guarantee against conditions of employment that are demonstrably injurious to the community as a whole, and an effective remedy for industrial war.

#### **Note on the Mogul Case by the Chairman.**

There is no doubt that it has been often said that the Mogul case gave to employers a freedom of attack which was denied to workmen by *Quinn v. Leathem*.

The facts in the Mogul case, 23 Q. B. D. 614, and 1892, App., Cas., p. 25 are, as given by Mr. Askwith in his evidence, as follows:—

The defendants were ship owners, and formed an association for the purpose of securing a monopoly of the carrying trade between Hankow and European ports. In pursuance thereof they offered a rebate of 5 per cent to all shippers who should ship only with them; and their members were to forbid their agents, upon pain of dismissal, to act for the plaintiffs, who were a competing firm of ship owners. In one case certain agents were dismissed. Upon the plaintiffs sending ships to Hankow, the defendants underbid them, and by the consequent reduction of freights, forced the plaintiffs to carry at a loss. Held unanimously, by the House of Lords, that the plaintiffs had no cause of action.

The acts of offering a rebate and underselling do not suggest any difficulty, but at first sight, doubtless, the forcing of the dismissal of the agents bears a strong similarity to the act of the forcing of the dismissal of the servants in *Quinn v. Leatham*, which act was held as indication of a conspiracy to injure.

This fact of the dismissal of the agents does not seem to have attracted notice at first, for it is not noticed in either the report of the argument or the judgment in the Court of Appeal. So far, therefore, as the oft-quoted judgment of Lord Justice Bowen is concerned the fact must be taken as unassumed.

But in the House of Lords the fact was relied on by counsel in argument, and it is noticed in the judgments.

Lord Watson said:—

The withdrawal of agency at first appeared to me to be a matter attended with difficulty, but on consideration I am satisfied that it cannot be regarded as an illegal act. In the first place it was impossible that any honest man could impartially discharge his duty of finding freights to parties who occupied the hostile position of the appellants and respondents; and in the second place the respondents gave the agents the option of continuing to act for one or other of them in circumstances which placed the appellant at no disadvantage.

Lord Morris said:—

The fifth means used, viz., the dismissal of the agents, might be questionable according to the circumstances, but in the present case the agents filled an irreconcilable position in being agents for the two rivals, the plaintiffs and the defendants.



From these remarks it is, I think, apparent that the dismissal of the agents in the Mogul case was not looked upon as *on the facts* an ultroneous attack like the withdrawal of Munce's workmen if he took Leathem's beef. In my judgment this view of the facts was right, but it would not matter if it was not so — the point being that on the facts held as proved, and, therefore, assumed in the application of the law, the case is not inconsistent with what the House of Lords afterwards laid down in *Quinn v. Leathem*.

Mr. Arthur Cohen agreed, for the reason stated in the Chairman's note, as well as for other reasons, that the decision of the House of Lords in the Mogul case was not inconsistent with the decision in *Quinn v. Leathem*.

#### **Memorandum on the Civil Action of Conspiracy.**

If a person is a party to a conspiracy or combination to do acts causing injury to another person, and those acts are in themselves actionable torts, there the injured person can evidently maintain an action quite apart from conspiracy; he can maintain it against anyone who is a party to the conspiracy, and the non-joinder of the other parties to it cannot be pleaded either in bar or in abatement. For instance, if two or more persons conspire to assault, and do assault, another person, the latter can maintain an action for such assault against any one who committed the assault or who joined in and authorized it, and the allegation of conspiracy in the statement of claim is mere surplusage, except so far as it may affect the amount of damages to be recovered. In those cases, therefore, conspiracy is not the foundation of the action. Herein lies the essential distinction between an action and a criminal prosecution.

In a well known passage from the opinion of the judges delivered by Willes, J., in *Mulcahy v. Reg.* 1868, L. R., 3 H. L. 317, the character of a criminal conspiracy is described in the following terms:—

A conspiracy consists not merely in the intention of two or more, but in the agreement of two or more to do an unlawful act or do a lawful act by unlawful means. So long as such a design rests in intention only it is not indictable. When two *agree* to carry it into effect, the



very plot is an act in itself, and the act of each of the parties, promise against promise, *actus contra actum*, capable of being enforced if lawful, punishable if for a criminal object, or for the use of criminal means.

In the case of a civil action the position is entirely different, for such an action cannot be maintained merely because the combination or conspiracy has been formed; it is necessarily a condition precedent to the right of action that the tortious act itself should have been committed and that the actual damage or injury should have accrued.

There may be, however, cases where the combination or conspiracy to injure is itself a misdemeanor, although the acts agreed to be done are neither actionable torts nor criminal offences; for instance, those in which there is a conspiracy to injure such as is not protected by the provisions of the Conspiracy and Protection of Property Act 1875.

In those cases a civil action can be maintained by the injured person. Thus Coleridge, L. C. J., says in the *Mogul* case at page 549 of 21, Q. B. D.

If the combination is unlawful, then the parties to it commit a misdemeanor, and are offenders against the State; and if, as the result of such unlawful combination and misdemeanor, a private person receives a private injury, that gives such person a right of private action.

Again in the same case in the Court of Appeal, Fry, L. J., says at page 624 of 23, Q. B. D.:—

I cannot doubt that whenever persons enter into an agreement which constitutes at law an indictable conspiracy, and that agreement is carried into execution by the conspirators by means of an unlawful act or acts which produce private injury to some person, that person has a cause of action against the conspirators.

In such cases it *may* be said that the conspiracy, which is the misdemeanor, is the ground of the civil action. These, however, are the only cases in which it can, in propriety, be said that a civil action can be maintained for conspiracy. There is abundant authority in proof of this proposition. The principal authorities are the judgment of Lord Holt in *Saville v. Roberts*, I. Lord Raymond, 374, the notes to *Skinner v. Gunton*, reported

in *I. William Saunders*, 269, the judgment of Coleridge, L. C. J., in the *Mogul* case, 21, Q. B. D., 547, and the cases therein cited by his Lordship, also the judgments in the same case in the Court of Appeal, and in the House of Lords in 23, Q. B. D., 598 and 1892, A. C. 25, finally the judgments in the *Scottish Co-operative Society v. the Glasgow Fleshers Association*, 35 Scotch L. R., 645, and in *Kearney v. Lloyd*, 26 Ir., L. R. 268, and the judgment of Lord Esher in *Salaman v. Warner*, 7 *Times Law Reports* p. 485.

It will be enough to cite passages from one or two of these judgments. In *Kearney v. Lloyd*, Palles, C. B. (p. 280), says:—

If anything is well settled in law, it is that in cases of this description (*i.e.*, so-called actions for conspiracy) in which the old writ of conspiracy did not lie, the gist of the action is not the conspiracy itself, but the *wrongful acts* done in pursuance thereof. *The cause of action must exist, although the allegation of conspiracy be struck out.*

Again, in the *Mogul* case, which was an *action for conspiracy*, Lord Bramwell, in delivering his opinion in the House of Lords, said it was not enough for the plaintiffs to make out that the agreement was illegal, that is, not enforceable by law. *To maintain their action on this ground (i.e., conspiracy) they must make out that it was an offence, a crime, a misdemeanor.*

In the same case the Lord Chancellor said (p. 40 of 1892, A. C.):—

I ask myself whether, if the indictment had set out the facts using the ambiguous language to which I have referred in the statement of claim, it would have disclosed an indictable offence.

It is difficult to see how this question could be material except upon the assumption that the civil action for conspiracy, upon which the statement of claim was founded, was not maintainable unless the conspiracy was criminal.

Again, in *Salaman v. Warner*, a case unconnected with trade disputes, and involving the general common law of conspiracy, Lord Esher says, at p. 484 of *The Times Law Reports*:—

It is not true to say that a civil action could be brought for a conspiracy. If persons conspired to do an illegal thing, or to do a legal

thing in an illegal way, they are liable to an indictment and not to an action. They are only liable to an action if they conspired to do something against the rights of the plaintiffs, and have effected their purpose and committed a breach of those rights. The plaintiff, therefore, must show that the conspiracy was to injure his rights, and that those rights had been injured. He has, in fact, to carry his case as far as if there were no conspiracy at all. The fact of there having been a conspiracy did not increase his right of action in the least, though it did not diminish it.

Finally, there is on this point the well-known authoritative statement in the note to *Skinner v. Gunton*, I. William Saunders, p. 229 b. (4), 230:—

A writ of conspiracy, properly so called, did not lie at common law in any case, but where the conspiracy was to indict the plaintiff either of treason or felony, and he had been acquitted of the indictment by verdict, and such writ could only be brought against two at least. All the cases of conspiracy, called in the old books writs of conspiracy, are in truth nothing else but actions on the case, and not properly writs of conspiracy, though in most, if not all of them, it was usual to insert the words *per conspirationem inter eos habitam*, and these actions it was always held might be brought against one person only. Those words inserted in the writ or declaration do not convert the action into a formed action of conspiracy, but it is nevertheless an action upon the case, and those words are mere surplusage intended as matter of aggravation, and therefore not necessary to be proved to support the action.

Such are the numerous authorities in support of the view I am contending for; but there is one case that has been frequently cited in support of the opposite view. It is *Gregory v. The Duke of Brunswick*, and another 6 M. & G., 205 and 953, also 6 Scott, N. R., 807.

This case, therefore, requires to be carefully examined. The declaration stated in effect that the defendants, maliciously intending to injure and aggrieve the plaintiff, and to oppress, impoverish, and ruin him, wickedly and maliciously conspired together to prevent the plaintiff from performing in the character of Hamlet, and in pursuance of the said conspiracy hired a number of persons to hoot and hiss him, *and to make a great uproar and riot at and against the plaintiff*, and thereby compelled the plaintiff to discontinue acting, and in consequence the plaintiff sustained damage.

The defendants pleaded a plea of justification, as to so much of the grievances as related to the *hooting, hissing, and making* a great uproar at and against the plaintiff.

To this plea there was a special demurrer.

The counsel for the plaintiff in the course of his argument cited a note of the Reporter to the case of *Clifford v. Brandon*, 2 Camp. 372, which stated that Macklin, the comedian, indicted several persons for a conspiracy to ruin him in his profession, that they were tried before Lord Mansfield, and it being proved that they had entered into a plot to hiss him as often as he appeared on the stage, they were found guilty under his Lordship's direction. On this note being cited, Maule, J., said: "This is very like the present case."

In other words, the declaration set forth a criminal conspiracy. In fact, it is evident that a combination to create a riot in a theatre or in any other place is a combination to commit a misdemeanor, and therefore a criminal conspiracy.

Tindal, C. J., in delivering judgment against the validity of the plea, said:—

Every plea which is not in denial of the charge must be in confession and avoidance of the whole or some part of the declaration. Here the defendants single out an overt act of the conspiracy and attempt to justify it. The charge of conspiracy and some of the overt acts remain unanswered.

The case afterwards came on for trial before the Chief Justice. The plaintiff rested his case entirely on the conspiracy. The Chief Justice left it to the Jury to say whether what took place in the theatre was the result of a preconcerted arrangement between the defendants and other persons in the theatre.

The jury found for the defendants.

The plaintiff moved for a new trial on the ground of misdirection, the misdirection being that the Lord Chief Justice omitted to tell the Jury that either of the defendants might be found guilty, although the other were acquitted, and told them that unless there was a conspiracy between the defendants they ought to find for the defendants.

The report of the case on this point is at p. 953 of 6 M. & G.



The counsel for the plaintiff argued that there were many cases showing a civil action for conspiracy was in reality an action of tort, and would therefore lie, though only one person was guilty.

It was held by the Court (p. 958-959) that, as the plaintiff's counsel, although he considered the action was capable of being sustained against one of the defendants alone, yet thought it more for the interest of his client not to advert before the Jury to that view of the case, but on the contrary to make out a case of conspiracy against both the defendants, he was not entitled to a new trial on the ground that the Lord Chief Justice had not made out a case for the plaintiff which his counsel had purposely declined to make.

This part of the judgment was as follows:—

It might be true in point of law that on the declaration as framed, one defendant might be convicted, although the other was acquitted, but, whether, as a matter of fact, the plaintiff was, under the circumstances, entitled to a verdict against one of the defendants alone, was a very different question. It was to be borne in mind that the act of hissing in a public theatre is *prima facie* a lawful act, and even if it should be conceded that such an act, though done without concert with others, if done from a malicious motive might furnish a ground of action, yet it would be very difficult to infer malice from isolated acts of one person unconcerted with others.

When the plaintiff thought proper to rest his case wholly on proof of conspiracy the judge (as the Court proceeded to say) was well warranted in treating the case as one in which unless the conspiracy was established, there was no ground for saying that the plaintiff was entitled to a verdict.

I submit, with great deference to those who have expressed a contrary opinion, that a careful examination of the judgments in *Gregory v. The Duke of Brunswick* shows that the case is no authority for the proposition that an action can be maintained for a conspiracy where the conspiracy is not a misdemeanor. As before observed, the Declaration alleged amongst other things a combination to create a riot in a theatre, which is in itself a combination to commit a misdemeanor. Moreover, if this be not the true view of the Declaration, it undoubtedly alleged a conspiracy to ruin the plaintiff in his profession by



hissing him off the stage, and this was, whether rightly or wrongly, assumed, in accordance with a ruling of Lord Mansfield, to be a criminal conspiracy.

Finally, even if *Gregory v. Duke of Brunswick* did, as I venture to deny, contravene the proposition for which I am contending, that case which was decided many years ago would be inconsistent with the numerous authorities cited at the beginning of this paper.

There are two other cases which have been cited to show that an action can be maintained for a conspiracy which is not a criminal conspiracy; namely, *R. v. Parnell*, 14 Cox C. C. 508, and *Barber v. Lesiter*, 7 C. B. N. S., 175.

As regards the former case, it was an action for a criminal conspiracy, and has therefore nothing to do with the question now under consideration. As regards the other case, *Barber v. Lesiter*, it will be found on a careful examination that the declaration would at law have been equally good if all the statements about conspiracy were struck out, and that the only point actually decided was that it appeared on the face of the declaration that the damages were too remote.

For all these reasons I submit that at common law a combination to do any acts cannot be made the subject of a civil action, unless such acts would, apart from the conspiracy, give a right of action, or unless the combination be a criminal conspiracy. In short, conspiracy cannot be the foundation of a civil action unless it be a criminal conspiracy.

If this view be correct, then the decision in *Quinn v. Leathem* that the Act of 1875 did not affect any civil liability which existed previously, although it may be the result of a proper construction of the statute, would manifestly introduce an anomaly into our law. It has been seen that the question whether a civil action of conspiracy is maintainable is material only in those cases where the act in itself is not a tort and would not give a right of action. Now it is *exactly* in those cases that the action of the common law relating to criminal conspiracy is, to use the language of Earl Cairns, "indirect and deluding," and it is for this reason that the legislature passed the Act of 1875 with a view to prevent its application to disputes between workmen and their employees. It is for the

very same reason equally important that it should be excluded from civil liability in disputes between employers and workmen.

Finally, I would observe that nothing which I have said affects the question of political boycotting, for nothing that I have urged impugns in the slightest degree or is intended to throw any doubt whatever on the proposition that, in all cases where boycotting or any other act or agreement intended to cause injury is a misdemeanor or criminal offence, a civil action can be maintained by the injured person.

### **Memorandum on "*Allen v. Flood*," 1898.**

It has been in effect recommended in our Report that a combination of two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute between employers and workmen shall not be ground for an action, if such act, when committed by one person, would not be ground for an action. Moreover, it is enacted by the Conspiracy and Protection of Property Act 1875, that a similar combination shall not be indictable as a conspiracy, if such act committed by one person would not be punishable as a crime. It follows that the only remaining subject to be considered is that of non-criminal torts committed by *one* individual. In connection with this subject, there is, since the unanimous confirmation of *Lumley v. Gye* in the House of Lords, only one legal question of any importance or difficulty. It is this: Is a person liable for doing any act which, though not in itself an actionable tort, amounts to an interference with or molestation of another person in his trade, business or employment?

We propose to show that since the decision of *Allen v. Flood*, and also independently of that decision and on general principles of law, this question must be answered in the negative.

The facts which gave rise to the case of *Allen v. Flood* are for the present purpose sufficiently stated in the head note which is as follows:

The respondents were shipwrights employed for the job on the repairs to the woodwork of a ship, but were liable to be discharged at any time. Some ironworkers who were employed on the ironwork of the ship objected to the respondents being employed, on the ground that

respondents had previously worked at ironwork on a ship for another firm, the practice of shipwrights working on iron being resisted by the trade union of which the ironworkers were members. The appellant, who was a delegate of the union, was sent for by the ironworkers and informed that they intended to leave off working. The appellant informed the employers that unless the respondents were discharged, all the ironworkers would be called out or knock off work (it was doubtful which expression was used), that the employers had no option, that the ironmen were doing their best to put an end to the practice of shipwrights doing ironwork, and that wherever the respondents were employed the ironmen would cease work. There was evidence that this was done to punish the respondents for what they had done in the past. The employers, in fear of this threat being carried out which (as they knew) would have stopped their business, discharged the respondents and refused to employ them again. In the ordinary course the respondents' employment would have continued. The respondents having brought an action against the appellant the jury found that he had maliciously induced the employers to discharge the respondents and not to engage them, and gave the respondents a verdict for damages.

The statement of claim contained, amongst other counts, one charging conspiracy, but the learned judge who tried the case ruled that there was no evidence to support that charge, and no objection was taken to this ruling. Therefore all that was said in the judgments in *Allen v. Flood* about conspiracy and about *Temperton v. Russell* and other cases turning on conspiracy were entirely immaterial to the decision. There were also counts charging illegal intimidation, coercion and threats, and also one alleging that the defendants maliciously and wrongfully induced the Glengall Company to break their contracts with the plaintiffs; but as regards those two counts the learned Judge who tried the case ruled that there was no evidence to support these charges (see 1898 A. C. p. 3).

The only count on which the plaintiffs were left to rely, and the only one on which their counsel asked the judge to leave questions to the jury was one alleging that —

The defendants maliciously and wrongfully and with intent to injure the plaintiffs procured the Glengall Company to discharge them and not to enter into new contracts with them.

Thus, Lord Macnaghten, at p. 148, sums up in the following clear and terse language the character of the allegations in the statement of claim and the evidence in support of them: —

In the statement of claim there were serious allegations for which, as it turned out, there was no foundation whatever in fact. It was alleged that Allen and his co-defendants had induced the Company to break contracts with the plaintiffs. That was a mistake: there was no contract to break. It was alleged that Allen and his co-defendants had conspired against the plaintiffs. That was a mistake too; there was not, as the learned judge said, "a shred of evidence of any conspiracy at all." Then there was a charge of intimidation and coercion. That charge vanished too. The only reference the learned judge made to it was to say: "There is no evidence here, of course, of anything amounting to intimidation or coercion in any legal sense of the term." The case as launched broke down.

On the argument in the House of Lords the learned Counsel for the plaintiffs contended (*see* p. 8 of 1898 A. C.) first, that the defendants obstructed and interfered with the plaintiff's trade and employment and means of livelihood and that this was an unlawful act, and secondly, that if it were lawful it would be made unlawful, if done from a desire to punish the plaintiffs from any motive which imported malice.

As regards the second contention which, indeed, was inconsistent with the judgment of the Court of Exchequer Chamber in *Stevenson v. Newnham*, 13 C. B. 285, it was distinctly overruled by the House of Lords in *Allen v. Flood*. Lord Lindley even says in the following passage from his judgment in *Quinn v. Leatham*, that this was the *only* important point decided in that case: —

This decision, as I understand it, establishes two propositions: one a far reaching and extremely important proposition of law, and the other a comparatively unimportant proposition of mixed law and fact, useful as a guide, but of a very different character from the first. The first and important proposition is that an act otherwise lawful, although harmful, does not become actionable by being done maliciously in the sense of proceeding from a bad motive, and with intent to annoy or harm another. This is a legal doctrine, not new or laid down for the first time in *Allen v. Flood*; it had been gaining ground for some time, but it was never before so fully and authoritatively expounded as in that case.

The same view of the decision in *Allen v. Flood* was taken by Lord Brampton in *Quinn v. Leatham*, and in fact since the decision in the former case no one has ever expressed any



doubt that the law on this point is correctly laid down in the following clear and powerful passage from the judgment of Lord Watson at p. 92:—

Although the rule may be otherwise with regard to crimes, the law of England does not, according to my apprehension, take into account motive as constituting an element of civil wrong. Any invasion of the civil rights of another person is in itself a legal wrong, carrying with it liability to repair its necessary or natural consequences, in so far as these are injurious to the person whose right is infringed, whether the motive which prompted it be good, bad, or indifferent. But the existence of a bad motive, in the case of an act which is not in itself illegal, will not convert that act into a civil wrong for which reparation is due. A wrongful act, done knowingly and with a view to its injurious consequences, may, in the sense of law, be malicious; but such malice derives its essential character from the circumstances that the act done constitutes a violation of the law. There is a class of cases which have sometimes been referred to as evidencing that a bad motive may be an element in the composition of civil wrong; but in these cases the wrong must have its root in an act which the law generally regards as illegal, but excuses its perpetration in certain exceptional circumstances from considerations of public policy. These are well known as cases of privilege, in which the protection which the law gives to an individual who is within the scope of these considerations consists in this—that he may with immunity commit an act which is a legal wrong and but for his privilege would afford a good cause of action against him, all that is required in order to raise the privilege and entitle him to protection being that he shall act honestly in the discharge of some duty which the law recognizes, and shall not be prompted by a desire to injure the person who is affected by his act. Accordingly, in a suit brought by that person, it is usual for him to allege and necessary for him to prove an intent to injure in order to destroy the privilege of the defendant. But none of these cases tend to establish that an act which does not amount to a legal wrong, and therefore needs no protection, can have privilege attached to it; and still less that an act in itself lawful is converted into a legal wrong if it was done from a bad motive.

The second point strenuously contended for by the plaintiff's counsel was, that to molest a person in his business or employment without reasonable cause or justification was an actionable tort. For this purpose they cited the old cases of *Keeble v. Hickeringill* 11, East 574n; and *Carrington v. Taylor* 11, Wast, 571, and the judgments of the Court of Appeal in *Bowen v.*



Hall, 6 Q. B. D. 333, and they further strongly relied on a passage in Lord Justice Bowen's judgment in the *Mogul* case, in which, after explaining that there can be no actionable tort without the violation of a legal right, his Lordship proceeded as follows:—

No man, whether trader or not, can, however, justify damaging another in his commercial business by fraud or misrepresentation. Intimidation, obstruction, and molestation are forbidden; so is the intentional procurement of a violation of individual rights, contractual or other, assuming always that there is no just cause for it.

As regards *Keeble v. Hickeringill*, *Carrington v. Taylor*, and *Bowen v. Hall*, I venture to assert that those cases were distinctly overruled by the majority of the Lords, if or so far as they decided that to obstruct a person in his trade by any act not in itself unlawful was an actionable tort. The correctness of this assertion can, of course, be tested in no other way than by a careful perusal of the judgments of the majority of the Lords who took part in the decision. It will be sufficient to cite the following passages from the opinions delivered by the majority of the Lords.

At page 101 Lord Watson says:—

In *Keeble v. Hickeringill* (1) the plaintiff sued for the disturbance of a decoy upon his property, which he used for the purpose of capturing wild fowl and sending them to market. The defendant, who was an adjoining proprietor, had fired guns upon his own land, not with the view of killing game or wild fowl, but with the sole object of frightening the birds, and either driving them out of his neighbor's decoy pond or preventing them from entering it. The act complained of was, in substance, the making of a noise so close to the lands of the plaintiff as to be a nuisance to him. Upon that aspect of the case I do not find it necessary to express any opinion as to the conduct of the defendant; but this much is clear, that no proprietor has an absolute right to create noises upon his own land, because any right which the law gives him is qualified by the condition that it must not be exercised to the nuisance of his neighbors or of the public. If he violates that condition he commits a legal wrong, and if he does so intentionally he is guilty of a malicious wrong, in its strict legal sense. Holt, C.J., who delivered the opinion of his Court, treated the case as one of interference with the plaintiff's trade, consisting in the capture and sale of wild fowl. He distinguishes it from the case of invading a franchise,

which, I apprehend, would in itself amount to a legal wrong, and thus states the law applicable to it: "Where a violent or malicious act is done to a man's occupation, profession, or way of getting a livelihood, there an action lies in all cases." I see no reason to doubt that by a "violent act" the learned judge had in view an act of violence done in such circumstances as to make it amount to a legal wrong; and I see as little reason why, in speaking of a "malicious act," he should not be understood as using the word "malicious" in its proper legal sense, and as referring to other wrongs, not accompanied by violence, but done intentionally, and, therefore, in the eye of the law, maliciously. The object of an act, that is, the results which will necessarily or naturally follow from the circumstances in which it is committed, may give it a wrongful character, but it ought not to be confounded with the motive of the actor. To discharge a loaded gun is, in many circumstances, a perfectly harmless proceeding; to fire it on the highway, in front of a restive horse, might be a very different matter.

The learned Chief Justice proceeds to give various illustrations of the general rule which he had formulated. He first notices a case in which it had been held that a schoolmaster had no cause of action against a defendant who had attracted his pupils and injured his school by setting up a rival establishment, a proceeding which was obviously in the ordinary course of competition, and then adds: "But suppose Mr. Hickeringill should lie in the way with his guns, and fright the boys from going to school, and their parents would not let them go thither; sure that schoolmaster might have an action for the loss of his scholars." From that observation I see no reason to differ, because, in my opinion, frightening a child with a gun so that it cannot get to school is in itself a violent and unlawful act, directed both against the child and its schoolmaster. The learned judge then refers to three instances in which the defendant would be liable in an action upon the case: (1) where he obstructs a person in charge of a horse, who is taking it to a market for sale, and prevents his reaching the market, thereby depriving the market owner of his dues; (2) where, to the detriment of a proprietor, he by threats frightens away his tenants-at-will; and (3) when he beats a servant, and so hinders him from taking his master's tolls. It must be observed that, apart from any question of motive, all these cases involve the use of means in themselves illegal — obstruction, coercion by means of threats, and personal assault.

But assuming, what to my mind is by no means clear, that *Keeble v. Hickeringill* (1) was meant to decide that an evil motive will render unlawful an act which otherwise would be lawful, it is necessary to consider how far that anomalous principle has been recognized in subsequent decisions. Laying aside the recent decisions which are under review in this appeal, only one case has been cited to us in which the Court professed that they were guided by the reasoning of Holt, C.J. That instance is to be found in *Carrington v. Taylor* (1), a decision

which I venture to think that no English Court would at this day care to repeat. The facts of the case resembled those which occurred in *Keeble v. Hickeringill* (2) in this single respect, that the plaintiff was the owner of a decoy for wild fowl. The defendant was the owner of a boat in which he rowed along the coast and earned a livelihood by shooting wild fowl for the market, which he was lawfully entitled to do. But some of the shots fired by him in the pursuit of that occupation had the effect of scaring birds which otherwise would or might have entered the plaintiff's decoy; and, in respect of that disturbance, he was held liable in damages to the plaintiff. Whatever construction might be put upon the judgment of Holt, C.J., it does not appear to me to contain a single expression which would justify that result. I am not surprised to find that an eminent judge, with whose opinion as a whole I am unable to concur, has had the courage to express his dissent from the judgment in *Carrington v. Taylor* (1), as he failed to see what wrong the defendant in that case had done. To my mind the case is of considerable importance, because it shows that in the year 1809 the Court of Queen's Bench did not regard *Keeble v. Hickeringill* (2) as establishing the doctrine that a lawful act, done with intent to injure, will afford a cause of action. In the case before them there was no allegation and no evidence of any intent to injure the plaintiff's decoy. The sole motive of the defendant in firing his gun was to earn his livelihood by killing wild fowl for the market. I cannot avoid the conclusion that the learned judges accepted *Keeble v. Hickeringill* (2) as an authority to that effect that, apart from any question of motive, the disturbance of a lawful decoy is an illegal invasion of the private right of its proprietor.

A variety of well-known cases, including even *Lumley v. Gye* (1), were relied on by the respondents as showing that the so-called principle of *Keeble v. Hickeringill* (2) has been from time to time applied by the English Courts since the date of that judgment. Except in the case of *Carrington v. Taylor* (3), which I have already noticed, I have been unable to discover in these authorities, which I do not consider it necessary to examine in detail, any trace of the doctrine for which the respondents contend until recent years, when it is first firmly foreshadowed in a dictum which occurs in *Bowen v. Hall* (4), and is subsequently developed in *Temperton v. Russell* (5) and in the present case. The authorities antecedent to *Bowen v. Hall* (4), as well as that decision itself, are all cases belonging to one or other of these three classes: (1) cases of privilege, where the perpetrator of an act which *per se* constituted a legal wrong was protected from its usual consequences in the event of its being proved that he was actuated by an honest desire to fulfil a public or private duty; (2) cases in which the act complained of was in itself a plain violation of private right; and (3) cases in which an act detrimental to others, but affording no remedy against the immediate actor, had been procured by illegal means.



At page 132 Lord Herschell says: —

It was contended that the defendant by the course he took had interfered with the plaintiffs in their trade or calling, and that this of itself was an actionable wrong. In support of this very broad proposition reliance was mainly placed on the case of *Keeble v. Hickeringill* (1). The declaration charged the defendant with firing a gun with design to damnify the plaintiff, and frighten the wild fowl from his decoy. In one report (2) it is stated that the plaintiff was lord of a manor, and had a decoy, and the plaintiff had also made a decoy upon his own ground, which was next adjoining the defendant's ground, and there the plaintiff had decoy and other ducks, of which he made profit. It was held that the action lay. In another report (3) this observation is attributed to Lord Holt: "Suppose defendant had shot in his own ground, if he had occasion to shoot it would have been one thing, but to shoot on purpose to damage the plaintiff is another thing, and a wrong." In another report (1) Lord Holt is reported as saying: "The action lies, for, first, using or making a decoy is lawful; secondly, this employment of his ground for that use is profitable to the plaintiff, as is the skill and management of that employment." It is argued that this decision rests upon the principle that intentional interference with the trade of another is wrongful. If it was intended by the decision to draw a distinction between firing by the defendant on his own land when the decoy was kept by the plaintiff for purposes of trade profit, and doing the same act when the decoy was kept for purposes of pleasure only, I can see no ground for such a distinction. The defendant in firing upon his own land in such a way as to frighten the birds from the plaintiff's land, was either acting within his own rights or not. If he was not, he would surely be liable, whether the plaintiff was using his land for pleasure or profit. If he was within his rights he would not be liable in either case, and I do not see how his rights could depend on the circumstances that the plaintiff traded in ducks and did not merely use his decoy for purposes of sport, or that he sold them, and did not merely use them for consumption by his household. I cannot think that the right of action depended on the circumstances that the plaintiff traded in ducks, or that there would have been no right of action, all other circumstances being the same, if he had not done so. The case may be supported, and the observation of Lord Holt, which has been quoted, explained by the circumstance that if the defendant merely fired on his own land in the ordinary use of it, his neighbor could make no complaint, whilst, if he was not firing for any legitimate purpose connected with the ordinary use of land, he might be held to commit a nuisance. In this view of it *Keeble v. Hickeringill* (1) has, of course, no bearing on the present case.

It is, however, treated in their opinions by the majority of the learned judges as establishing the wide and far-reaching proposition

that every man has a right to pursue his trade or calling without molestation or obstruction, and that anyone who by any act, though it be not otherwise unlawful, molests or obstructs him is guilty of a wrong unless he can show lawful justification or excuse for so doing.

The case of *Keeble v. Hickeringill* (1) was decided about two centuries ago, but I cannot find that it has ever been treated, unless it be quite recently, as establishing the broad general proposition alleged. No such proposition is to be found stated, so far as I am aware, as the ground of any decision, or in any standard text-book of the English law. In *Smith's Leading Cases*, which were selected, and the notes on which were written by one of the most eminent lawyers of his day, the case of *Keeble v. Hickeringill* (1) is not even referred to. And the first editors of the work, after Mr. J. W. Smith's death, Willes and Keating, J.J., lawyers on whose eminence it is unnecessary to dilate, equally passed it by without notice. If the view taken by the majority of the learned judges whose opinions were given at the bar be correct, *Keeble v. Hickeringill* (1) ought to have been itself treated as a leading case.

It has not, as I believe, been an authority on which subsequent decisions have been based, except in cases relating to the disturbance of decoys of wild birds. It is, nevertheless, suggested by the learned judges that it embodies the principle on which many subsequent cases have been decided, though it was not referred to, and the judges who pronounced the judgments were apparently unconscious of the authority they are said to have followed.

It is remarkable that amongst these cases are *Lumley v. Gye* (2) and *Bowen v. Hall* (3), which I have already discussed. They are said by several of the judges to rest on the principle established in *Keeble v. Hickeringill* (1). Some of the judges, indeed, criticise adversely the grounds upon which these cases were decided, and intimate that they can only be supported on the ground taken by Lord Holt in *Keeble v. Hickeringill* (1). That case, however, was not even cited by the counsel who argued *Lumley v. Gye* (2) or *Bowen v. Hall* (3), or by any of the judges who decided them. If it establishes the proposition contended for, it is astonishing that those very learned and distinguished judges were unaware of any such legal proposition, and instead of taking this short cut to their decision based it upon elaborate reasoning entirely unconnected with it.

Great reliance was placed by the respondents on certain dicta of Holt, C.J., in *Keeble v. Hickeringill* (1). That learned judge is reported to have said that if a violent or malicious act is done to a man's occupation, profession, or way of getting a livelihood, an action lies in all cases. And he gives the following illustrations: "If H. should lie in the way with guns and fright boys from going to school, and their parents would not let them go thither, that schoolmaster would have an action for loss of his scholars. A man hath a market to which he hath toll of horses sold, a man is bringing his horse to market to



sell, a stranger hinders and obstructs him from going to the market, an action lies, because it imports damage. Again, an action on the case lies against one that by threats frightens away his tenants at will." In all these cases I think the Chief Justice was referring to acts in themselves wrongful. Firing guns in such a manner as to terrify persons lawfully passing along the highway would, I take it, be an offence. And the other illustrations given import, I think that the obstruction and frightening were of such a character as to be unlawful, quite independently of the motives which led to them.

The case of *Carrington v. Taylor* (2) was also relied on by the respondents. It is, I believe, the only case which has been expressly based on *Keeble v. Hickeringill* (1). The plaintiff there possessed an ancient decoy, and the defendant sought his livelihood by shooting wild fowl from a boat on the water, for which boat, with small arms, he had a license from the Admiralty for fishing and coasting along the shores of Essex. The decoy was near a salt creek where the tide ebbs and flows. The only proof of disturbance of the decoy by the defendant was that, being in his boat shooting wild fowl in a part of the open creek, he had fired his fowling-piece, first within a quarter of a mile of the decoy and afterwards within 200 yards of it, and had killed several widgeons. The judge left these facts to the jury as evidence of a wilful disturbance of the plaintiff's decoy by the defendant. The jury returned a verdict for 40s. damages, and the Court, on the motion for a new trial, refused to disturb the verdict. They gave no reasons for their judgment. Unless a decoy possesses some peculiar privileges in the eye of the law, I confess myself quite unable to understand why the defendant was liable to an action or was not within his rights in shooting the wild fowl at the place he did for the purpose of gaining a livelihood, which is stated to have been his object. In any case, the decision affords no support to the contention now under consideration. For there was no allegation that the plaintiff traded in wild fowl; "great profits and advantages," in pleader's language, might well have accrued to him without his doing so. And there was no proof that he did so. Although some of the learned judges, who support the judgment below, relied on this case, one at least thinks it bad law. The case is important as showing, as I think it clearly does, that the judges of the Court of King's Bench in 1809 did not regard the judgment in *Keeble v. Hickeringill* (1) as founded on interference with trade or dependent on the presence of malice.

At page 153 Lord Macnaghten says:—

As regards authority, there is, I think, very little to be said. It is hardly necessary to go further back than *Lumley v. Gye* (1) in 1853. There is not much help to be found in the earlier cases that were cited at the bar, not even, I think, in the great case about frightening ducks

in a decoy, whatever the true explanation of that decision may be. In *Lumley v. Gye* (1) it was held that an action would lie for procuring a person to break a contract for personal service. The subsequent cases of *Bowen v. Hall* (2) and *Temperton v. Russell* (3) are authorities for the proposition that the principle is not confined to contracts for personal service. There is no doubt much to be said for that proposition. But the judgment under appeal does not depend on *Lumley v. Gye* (1) or on any decision before or after that case. It rests only on certain dicta to be found first in *Bowen v. Hall* (2), and afterwards repeated in *Temperton v. Russell* (3). Those dicta are of great weight, owing to the eminence of the judge by whom they were pronounced, but they certainly were not necessary for the decision in either case. *Lumley v. Gye* (1) was heard on demurrer. The counts which were demurred to alleged that the defendant knew "the premises," that is, the existence of the contract stated in the declaration and was "maliciously intending to injure the plaintiff." Mr. Willes, for the defendant, in reply, pointing out that malice was never averred in actions for seducing servants, argued that "the averment of malice can make no difference;" and that seems to have been the opinion of the majority of the Court, who thought the action would lie. *Crompton, J.*, treats the allegation of malice as meaning nothing more than the allegation of notice, and *Erle, J.*, indicates that the principle on which the action is to be rested is that "the procurement of the violation of the right — that is, 'the plaintiff's right under the contract' is a cause of action." If so, it would seem to follow that, provided the violation is committed knowingly, it cannot matter whether the thing is done maliciously or not. And, therefore, with all deference to the opinion of *Blackburn, J.*, who, if I rightly understand his words in *Cattle v. Stockton Waterworks* (1), seems to say that "malicious intention" was the gist of the action, I should be disposed to hold that if a right has been knowingly violated an allegation of malice is superfluous, and that if there has been no violation of any right, malice by itself is not a cause of action. I cannot, therefore, agree with the late Master of the Rolls in thinking that the act complained of was "wrongful" because it was "malicious," and that if there be a malicious act, and loss resulting from that act, it does not matter whether there has been a violation of right or not.

At page 173 Lord Davey says: —

It was, however, argued that the act of the appellant in the present case was a violation of the right which every man has to pursue a lawful trade and calling, and that the violation of this right is actionable. I remark in passing that, if this be so, the right of action must be independent of the question of malice, except in the legal sense. The right which a man has to pursue his trade or calling is qualified by the equal right of others to do the same and compete with him, though to his

damage. And it is obvious that a general abstract right of this character stands on a different footing from such a private particular right as the right to performance of a contract into which one has entered. A man has no right to be employed by any particular employer, and has no right to any particular employment if it depends on the will of another.

But is there any such general cause of action respective of the means employed or mode of interference? I think it unnecessary to comment on all the cases which have been cited by counsel, and are referred to by the learned judges. I have read them carefully, and I am satisfied that in no one of them was anything decided which is an authority for the abstract proposition maintained. In every one of them you find there was either violence or the threat of violence, obstruction of the highway, or the access to the plaintiff's premises, nuisance, or other unlawful acts done to the damage of the plaintiff. Nor does it appear to me that the gist of the action in those cases was that the plaintiff was a trader or exercised a profitable calling. That circumstance, no doubt, afforded evidence of the damage. But I suppose that if a person obstructed the access to my house or to my vessel by molesting and firing guns at persons resorting thither on their lawful occasions, I may have my action against him, though I do not keep a school, or I am not a trader, but sailing in my yacht for my own pleasure. Or, if a person obstructs my free use of the highway and I suffer damage thereby, I have a right of action, though my carriage does not ply for hire, but is used only for my own purposes. It is strange that if there be any such right of action for interference with trade, there is not to be found some clear authority in the law books in its favor. And, as remarked by one of the learned judges, if those who argued and those who decided *Lumley v. Gye* (1) had been aware of any such general doctrine, it would have disposed of that case without the elaborate consideration to be found in the judgments. I do not think that the well-known action for slander of a trader's goods supports the larger proposition attempted to be founded on it. Blackstone treats that action as a particular example of slanderous words. And it appears to me an obvious fallacy to argue backwards from the existence of some recognized and well-known cause of action to a larger and wider legal proposition of which the cause of action in question might be treated as a particular case if the larger proposition had been generally recognized.

The authority most relied on in support of the proposition maintained by the respondents is the well known case of *Keeble v. Hickeringill* (2), or, more properly, the dicta of Lord Holt as reported in the note to 11 East. That case was an action by the owner of a decoy pond against the defendant for driving away his wild fowl by firing guns with intent to damnify the plaintiff. It appears to have been twice argued, and there are four separate reports of it, which do not altogether agree as to the grounds of the judgment. But I think it was



decided on the ground that the act of the defendant was a wilful disturbance of the enjoyment by the plaintiff of his own land for a lawful and profitable purpose, and what is called in law a nuisance. The reported cases in which the case has been followed, *Carrington v. Taylor* (3) and *Ibbotson v. Peat* (4), support this view. If this be a correct view of the decision, it is no authority for the larger proposition founded on it by the respondents; and the dicta of Lord Holt, however much entitled to respect, are inadequate to support the weight which it is sought to place upon them.

At page 179 Lord James of Hereford says: —

If the principles laid down in the judgment of Lord Esher in the case of *Bowen v. Hall* (1) and in the case of *Temperton v. Russell* (2) were applied to the ordinary affairs of life, great inconvenience as well as injustice would ensue. Every competitor for a contract who alleged that he was the best person to fulfil it would be liable to an action. Take the case of an architect who seeks to be employed to the exclusion of his rivals. He says: "My plans are the best, and following them will produce the best house at the least cost. Therefore employ me and not A. or B." If he be so employed the architect would, according to the dicta in *Bowen v. Hall* (1), be liable to an action at the suit of his rivals. For he has induced a person not to enter into a contract with a third person, and his object clearly was to benefit himself at the expense of such third person. Indeed, if the opinion delivered by the late Cave, J., that it is actionable for a cook to say to her master, "Discharge the butler or I will leave you," is correct, in that case the ingredient of "being desirous to benefit herself at the expense of a third person" is wanting. For the objection of the cook might well proceed from a motive which would not represent any gain to herself.

But I am aware that it was urged at the Bar, that even if the views which I have expressed to your Lordships be correct, there is an exception from general principles in favor of those whose trade or employment has been interfered with. I do not assent to this view. Before discussing the question it is necessary that some definition of the words "interfered with" in their legal sense should be given. Every man's business is liable to be "interfered with" by the action of another, and yet no action lies for such interference. Competition represents "interference," and yet it is in the interest of the community that it should exist. A new invention utterly ousting an old trade would certainly "interfere with" it. If, too, this loose language is to be held to represent a legal definition of liability, very grave consequences would follow. Of course the conduct of the boiler-makers in the case before your Lordships amounted to an interference with the plaintiff's business, and yet, as has been pointed out, it is not said that an action lies against them. Every organizer of a strike, in order to obtain higher

wages, "interferes with" the employer carrying on his business; also every member of an employers' federation who persuades his co-employer to lock out his workmen must "interfere with" those workmen. Yet I do not think it will be argued that an action can be maintained in either case on account of such interference. But whatever meaning may be attached to the words "interfere with," I see no ground for saying that any different rule should be applied to cases of interference with a man when carrying on his trade or business, or when he is engaged in any other pursuit. In the *Mogul Steamship Co. Case* (1) there was an extreme case of interference with the plaintiff's business by methods which directly injured the plaintiffs in their trade for the express purpose of benefiting the defendants. The admitted interference was carried on by several defendants in a combination which in one sense amounted to a conspiracy, yet it was held by this House that no action could be maintained, for the acts done were not unlawful and the combination was not a criminal conspiracy.

My Lords, I abstain from passing in review the older cases which refer to interference with trade or business, for they have already been very fully reviewed and dealt with. I content myself with saying that I do not think they establish more than that the interference which is in itself unlawful constitutes a cause of action. It seems somewhat contrary to common sense that an interference which is rightful when applied to general subjects becomes wrongful when a trade or business is subjected to it.

The plaintiff's counsel, as I have already said, also relied strongly upon a passage in Lord Justice Bowen's judgment in the *Mogul* case in which after explaining that there can be no actionable tort without the violation of a legal right, his Lordship proceeded as follows:—

No man whether trader or not, can, however, justify damaging another in his commercial business by fraud or misrepresentation. Intimidation, obstruction and molestation are forbidden; so is the intentional procurement of a violation of individual rights, contractual or other, assuming always that there is no just cause for it.

This proposition is also said to be but a corollary from the more general proposition that intentionally to do any harm to another person without just cause is an actionable tort. It cannot, however, be too carefully borne in mind, when considering the above passage, that the judgment from which it was taken was *subsequent to the decision of the Court of Appeal in Bowen v. Hall, and prior to the decision of the House of Lords*



in *Allen v. Flood*. Lord Justice Bowen followed, as he was bound to do, the decision in *Bowen v. Hall*, but the law laid down in this case was, as I have submitted, over-ruled by a majority of the Lords in *Allen v. Flood*.

Finally, if the question be considered on general principles and apart from the decision in *Allen v. Flood*, I submit that there is no general rule of law that a person who by some act intentionally does harm to another is *prima facie* liable to him. To make him liable it is necessary to show that the defendant has violated some right of the plaintiff, and a person has no more right to be unmolested in his trade, business or employment than he has when he is doing anything else, which he is at liberty to do. A workman, for reasons either good or bad, molests an employer by threatening to take part in a strike if he should continue to employ certain other workmen; could it be for a moment maintained that the employer or any such other workmen have any right of action? Again, a person for some reason or other induces a number of tradesmen to abstain from dealing with another tradesman or merchant; can it be contended that the merchant or tradesman thus molested is entitled to recover compensation? Indeed, that the general principle contended for by the plaintiff's counsel in *Allen v. Flood* does not form part of the common law almost necessarily follows from the judgment in *Lumley v. Gye*, for if it did, it would (as was observed by Lord Davey and Lord Watson) have certainly been known to the very eminent judges by whom that case was decided. Yet no mention of it is to be found in any of their elaborate judgments, although it would evidently have afforded an easy solution of the important question which that case involved.

No doubt a legal system may exist, or might be constructed, in which the law of tort was founded on the principle that intentionally to cause damage to another person is, in the absence of reasonable cause, an actionable tort, it being left to the judge to decide whether there is or is not a reasonable cause. It is, however, impossible, since the decision in *Allen v. Flood*, to maintain that such a principle is recognized in our existing legal system; for it would be evidently inconsistent with the legal proposition which, to use Lord Lindley's words, was so fully

and authoritatively established by that case; and which his Lordship stated in the following words:—

An act otherwise lawful although harmful does not become actionable by being done from a bad motive and with intent to annoy or harm another.

Nor is it less evident that to introduce such a fundamental principle would be in the highest degree unwise and inexpedient, inasmuch as it would make the whole law of torts vague and uncertain, until a great quantity of new judge-made law had determined in what cases there is and in what cases there is not reasonable cause or justification.

The House of Lords recently decided that it has no power to over-rule one of its own decisions, but as there are numerous dicta throwing doubt on what was, unless I am mistaken, decided in *Allen v. Flood*, I think it should be expressly enacted, as is proposed in Sir C. Dilke's Bill that

A person shall not be liable for doing any act not in itself an actionable tort, only on the ground that it is an interference with another person's trade, business or employment.

#### **Report by Sir Godfrey Lushington.**

##### *The Taff Vale Case.*

With all that is said in the Report on this case I am in complete accord. I hold it of great importance that in the conduct of strikes workmen should recognize their duty to conform to the law, and feel themselves to be not only workmen pursuing their own interest but members of society at large, and, like everybody else, responsible for their actions.

But for the same reason I dissent from the proposal in the Report that the Provident Funds of Trade Unions should be exempt from liability. No reason is given for this but the encouragement of thrift. Thrift is a good object; but thrift comes after payment of just debts, and certainly not least, debts incurred in consequence of wrong-doing to others. The case is only made the stronger by the attempt altogether to repudiate

debts of this character. That workmen should collectively do wrong, and be able to refuse to those who have suffered from such wrong any reparation out of the funds they have collectively saved for their own use and benefit, is contrary to justice. The proposed exception is quite anomalous. In the case of an individual debtor all insurance policies of which he is the beneficiary owner pass to his trustee in bankruptcy. The reservation, made *in misericordiam*, of a workman's tools and bedding, is an exception that marks the rule, and the value of such goods is trifling, whereas the Provident Funds of a Trade Union may amount to hundreds and thousands of pounds. So in the case of societies. Friendly societies are Provident societies; but the official rule in the case of a dividing society expressly provides that it shall be the duty of the Committee of Management to see that all claims upon the society existing at the time of any division of the funds thereof are met and provided for before any such division takes place. And the same principle would be followed in the event of a society being dissolved.

I may add that the practical difficulties in separating provident funds from other funds, or rather in securing that such separation has been made and observed, are very great indeed. Unregistered Trade Unions are not bound to keep any accounts. Registered Trade Unions are bound once a year to send in a return in a prescribed form. At no other time do the accounts come before the Registrar, and there is no provision for a public audit. The auditors are appointed as prescribed by the rules, and there is nothing to prevent members of the Union being chosen for the office.

The objection above stated applies still more strongly to Mr. Webb's suggestion that out-of-work funds should be also exempted. The term out-of-work-funds is an ambiguous one. On this point I may refer to the Trade Union Provident Funds Act, 56 and 57 Vic., c. 2, which in granting exemption from income tax to Trade Union Funds applicable and applied solely for the purpose of Provident Funds declared that the expression Provident Funds should include, *inter alia*, payments made to members out of work. The Bill was introduced into Parliament as a proposal to exempt Provident Funds pure and simple, and

as such passed through both Houses without any amendment or discussion. But the accounts of many Trade Unions show no difference between payment to members who are out of work from slackness of trade and payments to members who are out of work because of a strike. And there is reason to believe that, although strike pay is not officially regarded as pay to members out of work, there is an unknown number of cases in which what are virtually Strike funds are exempt from income tax.

The Report further recommends a special enactment to protect a Trade Union from undue liability on account of the acts of its Branches as its agents; and one or more of the Commissioners suggest a special enactment of a wider scope to comprehend the most important of such principles of responsibility for the acts of agents as are applicable to Trade Unions. Both of these proposals appear to me open to grave objection. No doubt the law of Principal or Agent is from the nature of the subject necessarily complicated, and difficulties must be expected in applying it to trade unions, just as difficulties have been experienced in applying it to other societies and to individuals. But it is not suggested that the general law is really inappropriate for Trade Unions, or that its application has been found to produce injustice. It would in my judgment be impracticable to embody the law in a few clauses, more especially as it is not proposed to place any restrictions upon the liberty which Trade Unions now possess of adopting any form of internal organization or of relations between the Central Association and its Branches that they think fit. And, after all, the responsibility as Principal cannot in the case of a Trade Union be made to turn solely on the rules of the Society any more than in other cases it turns exclusively upon instructions given by the Principal to His Agent. The almost inevitable result of any such legislative attempt as is proposed would be to assign to Trade Unions some sort of peculiar rule of liability for the acts of their agents. This is much to be deprecated. A more stringent liability than is imposed on others as Principals would be a hardship to Trade Unions, whilst a laxer rule would be unjust to those who may suffer from the tortious acts of Trade Unions and would impair the salutary effect of the Taff Vale judgment.



*Status of Trade Unions.*

Attention, I think, should be called to the case of *Howden v. Yorkshire Miners' Association* recently decided by the House of Lords, which opens up and throws light upon the whole Status of Trade Unions as fixed by the Trade Union Acts 1871, 1876.

Before 1871 the legal position was this. By general law any agreement, by whomever made, which in itself was in restraint of Trade, was unlawful in the sense of being unenforceable; and in the case of an Association, if, as a whole, its purposes were unlawful, the Association itself became an unlawful Association, with the consequence that *all* its agreements were unenforceable. This was the case with a Trade Union. Its purposes were unlawful as being in restraint of Trade: none, therefore, of its agreements could be enforced by either party to the same. The particular agreement in question might not itself offend against the rule as to restraint of trade, as for instance an agreement to hire business premises, but for the Courts to enforce it would be indirectly to further the unlawful purposes of the Union. For the same reason a Trade Union could take no civil action for the protection of its funds, nor claim the benefit of any power given for that purpose to lawful Associations. This was an acknowledged grievance as shown by the temporary Trade Union Funds Protection Act of 1869. In 1871 Trade Unions sought to have this disqualification removed with the view that such of their agreements as were necessary for the carrying on of the business of a Trade Union and could be enforced without an investigation of the internal administration of the Union should be treated as valid by the Courts. If, however, the Bill were to be to the effect that Trade Unions and their affairs should be altogether exempted from the rule of restraint of Trade, then, as one consequence, all their agreements with their members would be enforceable either by members against the Union, or by the Union against the members. The first would be objectionable to Trade Unions, as it would expose them to litigation and interference by the Courts. The second would presumably be rejected by Parliament. Hence a middle course was adopted, and this found expression in the Trade Union Act of 1871.



The intended objects of the proposed legislation were thus explained by the members of the Government in charge of the measure when it was introduced successively into the two Houses of Parliament.

Mr. Bruce: <sup>1</sup>

At present Trade Unions were wholly illegal; and, being so, every agreement, however innocent in itself, was tainted with illegality. The Bill did not propose to legalize what might be called primary contracts, — such as agreements not to work or not to employ, — and no person will be entitled for benefits to which he is entitled under a contract with a Trade Union. If such contracts were enforceable now, Courts of Equity might be called upon to enjoin masters against opening their works, or workers from going to work or discontinuing a strike; whilst our County Courts would have to make decrees for contributions to strikers, or to enforce penalties from workmen who had felt it their duty to resume employment.<sup>1</sup> It was not proposed to place Trade Unions therefore in all respects on the same footing as Friendly Societies. It was not the opinion of Mr. Harrison who so ably represented Trades Unions on the Commission that the law should be altered to that extent.

Lord Morley: <sup>3</sup>

The Bill provided that all primary contracts made by Trade Unions should not be enforceable, but that the secondary contracts should be enforceable. The result of that would be that no legal proceedings could be instituted to enforce any agreement between the members as to conditions on which they will work, nor compel the payment of subscriptions, nor for the application of the funds, nor to discharge fines imposed upon any person by Courts of Justice, but on the other hand the Secretary could sue the Society for his salary, or the Society their banker in respect of their fund deposited with him. None of the agreements he had mentioned were constituted unlawful, but they were simply not enforceable by law. Indeed it was not the wish of the Trade Unions to be put completely in the position of Friendly Societies. Their objects, rights and liabilities were mostly, as remarked by the minority of the Commission, such as Courts of Law should neither enforce, modify, or annul, but such as should rest on consent.

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<sup>1</sup> Hansard, vol. cciv., page 266, 14th February 1871.

<sup>2</sup> See remarks by Crompton, J., in *Hilton v. Eekersley and Jessel, M.R.* in *Rigby v. Connol.*

<sup>3</sup> 1871, May 1st, Hansard ccv., page 1918.

The sections of the Trade Union Act of 1871 bearing on this point are in the following terms:—

3. The purposes of any Trade Union shall not by reason merely that they are in restraint of Trade be unlawful so as to render void or voidable any agreement or trust.

4. Nothing in this Act shall enable any Court to entertain any legal proceeding instituted with the object of directly enforcing or recovering damages for the breach of any of the following agreements, namely:—

1. Any agreements between members of a Trade Union as such concerning the conditions on which any members for the time being of such Trade Union shall or shall not sell their goods, transact business, employ or be employed.

2. Any agreement for the payment by any person of any subscription or penalty to a Trade Union.

3. Any agreement for the application of the funds of a Trade Union:—

(a) To provide benefits to members; or

(b) To furnish contributions to any employer or workman not a member of such Trade Union in consideration of such employer or workman acting in conformity with the rules or resolutions of such Trade Union; or

(c) To discharge any fine imposed upon any person by sentence of a Court of Justice; or

4. Any agreement between one Trade Union and another; or

5. Any bond to secure the performance of any of the above-mentioned agreements.

But nothing in this section shall be deemed to constitute any of the above-mentioned agreements unlawful.

Both Section 3 and Section 4 applied to all Trade Unions whether registered or unregistered. Section 3 is qualified by Section 4. Section 3 clearly enabled the direct or indirect enforcement of any of the agreements above described as necessary for the carrying on of the business of a Trade Union, for presumably it would not be one of the agreements mentioned in Section 4. Section 4, it will be observed, does not in terms absolutely prohibit the enforcement of any of the agreements mentioned therein. With their indirect enforcement which by virtue of Section 3 was authorized it does not interfere at all. But its effect is to forbid Section 3 from being invoked for the purpose of directly enforcing any of the agreements mentioned in Section 4; and, in consequence, it has been decided

that if asked to directly enforce any such agreement the Court has to deal with the case as if Section 3 had never been enacted, in other words, to deal with it according to the law as it stood before 1871 when Trade Unions by reason of their purposes being in restraint of Trade were unlawful associations.

The construction of Sections 3 and 4 taken together has been several times before the Courts: and the question considered what is the difference between direct and indirect enforcement. It has been decided that an application by a member that he should be declared entitled under the rules to personal benefits or to re-instatement<sup>1</sup> as member of the Trade Union, and that an application by the Central Executive for an injunction to restrain the branch executive from dividing Union Funds amongst the members of the branch contrary to rules<sup>2</sup> were applications for the direct enforcement of an agreement within Section 4, and could not be entertained by the Court. On the other hand it was held by Mr. Justice Fry<sup>3</sup> that an application by a member for an injunction to prevent an amalgamation of one Trade Union with another was not for a direct enforcement of an agreement within Section 4 and could be entertained.

Recently these Sections have been further interpreted by the House of Lords in the case of *Howden v. Yorkshire Miners' Association*. The plaintiff, a member of the Association — a registered trade union — sued for an injunction to restrain the central executive from applying the funds to the maintenance of a strike instituted by two of the branches, on the ground that the strike had not been formally authorized by the central executive as required by the rules. The Court of Appeal granted an injunction, and this decision was substantially affirmed by the House of Lords. Two of the Law Lords, however, Lord James of Hereford and Lord Davey, dissented, being of opinion that an injunction against the breach of rules was equivalent to a direct enforcement of the rules. As to the meaning of the word "directly," Lord Davey expressed himself to the effect that where the primary object of the action was to enforce the

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<sup>1</sup> *Rigby v. Connol per Jessel*, [M. R.

<sup>2</sup> *Duke v. Littleboy*.

<sup>3</sup> *Wolfe v. Matthews*, 31 Ch. [D.] 194.

agreement, and the right of the plaintiff to maintain the action was founded on his right to have the rules observed, the action should be deemed to be one for directly enforcing the agreement; but, where the construction and effect of the rules (if it came in at all) only came in as evidence to support the relief claimed, the action would not be one for directly enforcing the agreement. And as an illustration he supposed the case of trustees (not being members) suing to recover the property of which under the Act they were statutory owners and guardians, by means of an action in which the effect of the rules might be immaterial or material only as evidence. The other Law Lords gave a different interpretation to the word "directly." The Lord Chancellor in the course of his judgment observed:—

This argument (of the defendants) seems to assume that the object of this enactment was to keep the Trade Unions out of the jurisdiction of the Court altogether. I do not think it does anything of the kind. . . . It seems to me that it would have been a very colorable concession to the Trade Unions if the legislature had left their funds, which under the arrangement made constituted a trust for a particular purpose, without any protection against those entrusted with the distribution of their funds. That the Court should not interfere with the distribution according to their own rules when such distribution was within the purposes of the trust is one thing, but that there should be no recourse to the Courts where it is threatened to divert them [is another]. . . . Surely the section cannot mean that, because the preservation of the property in trust is one that individually will benefit the beneficiaries, therefore it is a suit for enforcing one of the recited agreements which certainly in their terms are inapplicable.

And on the same point Lord Macnaghten observed:—

I cannot think that the Legislature intended to strike at proceedings for directly enforcing certain agreements, leaving untouched and unaffected all proceedings (other than actions for damages) designed to enforce these particular agreements indirectly. To forbid direct action in language that suggests that the object of the action so forbidden may be obtained by a side wind seems to me somewhat of a novelty in legislation. I venture to think that the word "directly" is only put in to give point to the antithesis between proceedings to enforce agreements directly, and proceedings to recover damages for breach of contract which tend, though indirectly, to give force and strength to the agreement for breach of which an action may be brought.



His Lordship then proceeded to say that, whatever the meaning attached to the expression "directly," the result for the present purpose must be the same, because, in his opinion, the object of the litigation was not to enforce an agreement for the application of the funds of the Union to provide benefits for members within Section IV., 3 (a).

The object of the litigation was to obtain an authoritative decision that the action of the Union, which was challenged by the plaintiff, was not authorized by the rules of the Union. The decision might take the form of a declaration or the form of an injunction, or both combined. But the decision, whatever form it might take, would be the end of the litigation. No administration or application of the funds of the Union was sought or desired. The object of the litigation was simply to prevent misapplication of the funds of the Union, not to administer those funds or to apply them for the purpose of providing benefits to members.

And later on :

The proceedings which the plaintiff has instituted do not, I think, involve the administration of the funds of the Yorkshire Miners' Association collected for benevolent purposes or the application of those funds to provide benefits for members. Nor was the litigation, as it seems to me, instituted with that object. It was simply an application to the Court to determine the true construction of certain rules which had been, as the plaintiff contended, misconstrued by the Executive of the Association. I need hardly point out how disastrous it might be to the funds of this Union, and to Trade Unions generally, if there were no means of preventing the managers and masters of the Unions from diverting the funds from their legitimate and authorized purpose.

The House of Lords expressed their approval of *Wolfe v. Matthews*, but did not overrule *Rigby v. Connol* or any of the other cases. In affirming the decision of the Court of Appeal they varied the Order. The Order as varied was more precise and at the same time contained no injunction: it was a simple declaration that the payment of strike pay to the financial members of the Yorkshire Miners' Association in pursuance of a resolution of the Council of the Association (which the Order particularized by its date and the date of its confirmation) was in contravention of the rules of the Association, and that the said resolution purporting to authorize such payment was *ultra vires* and illegal.

The House of Lords as a judicial Tribunal could take no cognisance of the declarations made in Parliament previous to the passing of the measure in 1871. Those declarations, it appears to me, point to the objects of Parliament in the legislation of 1871 as having been — if I may so describe them — that the general purposes of a Trade Union which were in restraint of trade should not be directly furthered by the enforcement of agreements themselves in restraint of trade, viz., the agreements mentioned in Sec. 4, and constituting the “primary” agreements described by Mr. Bruce and Lord Morley — but might be indirectly furthered by enforcement of agreements not in themselves in restraint of trade (as an agreement to take a lease of business premises) — the “secondary” agreements described by Lord Morley. If this be so, then it is clear, from the decision in *Howden v. Yorkshire Miners’ Association*, that the actual terms of the Statute are not adapted to give effect to what in 1871 was the intention of Parliament, and authorize the Courts to exercise a wider control over Trade Unions than was at that time contemplated. In the present instance the intervention of the court stopped a great strike. The full scope, however, of the decision of the House of Lords can hardly be estimated until it has been ascertained how far it affects the law as laid down in *Rigby v. Connol*, and other like cases which have not been overruled.

For these reasons I have thought it right to call attention to this case, but I do not suggest any amendment of the Statute. The Trade Unions have not, so far as I am aware, made any protest against the law as laid down by the House of Lords, and that law is, in my opinion, advantageous for the public and also for Trade Unions.

The Report recommends that Trade Unions should be declared by Statute to be legal associations. But how can a Trade Union be declared to be a legal association any more than a company can be declared a legal company? Each is presumably legal until it pursues purposes which as a whole are unlawful; then it ceases to be so. In my opinion, — at all events for all such Trade Unions as might become incorporated (in pursuance of a suggestion presently to be mentioned), — nothing more in this direction can be done by the Legislature than has been done

by Sec. 3 of the Act of 1871, which enacts that the purposes of any Trade Union shall not, by reason merely that they are in restraint of trade, be unlawful so as to render void or voidable any agreement or trust.

Then as to the recommendation that facultative powers be given to Trade Unions either (*a*) to become incorporated subject to proper conditions, or (*b*) to exclude the operation of Sec. 4 of the Trade Union Act, 1871, or of some one or more of its Subsections, so as to allow Trade Unions to enter into enforceable agreements with other persons and with their own members to secure such enforcement. From a general point of view I am not aware of any objection to the grant to Trade Unions of Incorporation "subject to proper conditions." Incorporation is an organization which is slightly more convenient than that which registered Trade Unions now possess, and is of neutral significance, being granted by Statute indiscriminately to companies within the Companies Acts. Only in my judgment the proper conditions to be attached to Incorporation would be the conditions pertaining to registered Trade Unions. Of course if Incorporation were assumed, it would be assumed once for all, though it would be possible to devise conditions that might from time to time vary according to circumstances.

The somewhat indefinite proposal, however, of the Report for the grant either of Incorporation subject to proper conditions or of power to exclude Section 4 of the Act of 1871, or one or more of its Subsections, is made only for a particular purpose, viz., to enable enforceable contracts being entered into between a Trade Union of Workmen and a Trade Union of Employers for the regulation of terms of employment. Trade Unions have not asked for power to enter into such agreements and to all appearances are not likely to do so; I do not therefore think the prospect of such agreements is sufficient to justify any change, much less so serious a change in the status of Trade Unions as is involved in either of these alternatives, for the two in this respect are presumably the same. The same provisions of Section 4 of the Act of 1871 would have to be dispensed with, whether there was Incorporation or not. But to dispense with Section 4, or any of the more important of its Subsections, would really be to subvert the constitution which Trade Unions

now have under the law. From an equitable point of view, it may be reasonable that a Trade Union if it is to be responsible in damages to employers for breach of agreement by its members shall in order to protect its funds have legal power to compel its members to continue their stipulated contributions and legal power to prevent them from working on terms contrary to the stipulations; and if so, then in turn it would be reasonable that members, being thus liable to have their obligations enforced against them, should have legal power to sue the Union for benefits to which they are entitled. The power to sue for benefits is one to which nobody probably would object except the Unions themselves. But I think Parliament would decline to allow the law to be used to prevent workmen from working or to compel workmen to maintain a Trade Union. I therefore altogether dissent from the Recommendation.

*Picketing.*

I dissent from the proposal in the Report to strike out from the list of offences made punishable by Section 7 of the Act of 1875 the watching and besetting of premises. This proposal, I understand, is made on the ground that the practice is (notwithstanding the words in the Section "with a view to compel") presumably for a legitimate purpose, that of reasonable persuasion, and that cases of abuse are sufficiently met with by other provisions of the law; if watching and besetting amount to intimidation, a criminal offence is committed under the Statute: if to a public nuisance, an indictment will lie: if to a private nuisance, the aggrieved person has a right of action and may apply for an injunction. Experience, however, has shown that in cases of this description the remedy of an indictment at the next Quarter Sessions is illusory; still more so is an action at law against persons who do not possess the means to make reparation; nothing is really effective to put a stop to misconduct of this kind but criminal proceedings in a Court of Summary Jurisdiction. It was doubtless for this reason that Parliament in 1875, whilst by Section 3 excluding to a certain extent indictments for conspiracy, passed Section 7 making such acts of molestation as were likely to be committed in times of strike offences summarily punishable with imprisonment. Amongst



these was watching and besetting of premises — certainly not less an act of molestation than other of the acts mentioned in that Section. In my opinion, even supposing that the sole purpose was that of peaceable persuasion, watching and besetting of the premises ought not to be permissible. It is quite different from peaceable persuasion without watching or besetting, or from anything which workmen are at liberty to do in their own interest, though it may operate to the inconvenience of others: it is an act of direct interference and aggression, and ought to be forbidden as a trespass on the comfort of others. But to make the supposition that the object is only peaceable persuasion is to take a far too optimistic view of the matter; the reality is very different. As is stated in the Report, the evidence which the Commission has received is overwhelming to show that watching and besetting for the purpose of peacefully persuading is really a contradiction in terms. It always operates as compulsion, and it cannot be doubted that because it is found to compel Trade Unions systematically resort to it. To judge the matter aright, it is necessary to bear in mind the excited condition of feeling amongst workmen in times of strike. I am not referring to graver cases where acts of violence have been committed, or where the maintenance of order has become a serious difficulty to the police, or where it has been found necessary to provide special accommodation for workmen electing to work so as physically to separate them from those on strike, though all these are contingencies that may easily arise. I am referring to ordinary strikes, and as to these it is sufficient to recall the language of opprobrium in which the leaders of the strike in their public harangues habitually speak of those who have not joined the strike, in order to form a conception of the language which the rank and file sent out under the orders of these same leaders to act as pickets are likely to use in their dialogues with workmen who think fit to continue to work. When systematic picketing has been established a workman cannot enter or leave his place of work without being liable to be intercepted and interviewed by those who are watching and besetting the place for the purpose, and who, even if numbering only one or two, represent a large number of workmen on strike, smarting under what they consider to be a grievance, suffering from want of

wages, and angry at seeing their places filled up by others. And this may go on for days or weeks together, or similar dialogues may be renewed day after day at the workman's own door in the presence perhaps of his wife and family, or the same procedure may be applied to the workman's wife in the workman's absence. Even if the interview begins with persuasion, it is obvious, as the Report also states, how easy it must be to pass from the language of persuasion into that of abuse, and from words of abuse to threats and acts of violence. A considerable proportion of the cases of physical violence which occur during times of strike arise directly or indirectly out of picketing. In one way or another under the name of picketing compulsion and intimidation are extensively exercised, and are very difficult to detect. The truth is that picketing is a form of industrial conscriptions; and, in organizing it, Trade Unions act as if they represented not only their own members but the entire body of workers, and had authority to enforce regulations to which all were bound to conform. It is a system which could not be habitually practiced by any society in which membership was purely optional, and which recognized that every individual was free to act as he pleased. In connection with this point it must be remembered that the Statute does not apply exclusively to workmen; at the instance of Trade Unions it was made of general application, and extends to the whole community. As a fact I believe the particular enactment is not required for anybody except workmen in time of strike. Picketing exists nowhere but in connection with Trade Unions. Is it possible, for instance, to imagine that a tradesman should picket the premises of a competitor? Or that one Railway Company should picket the station of another Railway Company? Or that the authorities of a church or chapel should watch and beset the approach to a rival church or chapel? Or that picketing should be introduced into political warfare, and say the Conservative organizations should station pickets at the doors of the private residences of Liberal members of Parliament, to watch them day after day coming in and going out, to communicate or to receive information or to peacefully persuade them? The very suggestion seems ludicrous; yet this is but a very faint picture indeed of what in times of strike

individual workmen have actually to undergo at the hands of Trade Union pickets.

I am of the opinion that picketing is an abuse for which a remedy is urgently required, and that the personal freedom of workmen needs not less protection than hitherto, but more. I, therefore, recommend that the existing prohibition of watching and besetting be retained, and that the proviso permitting it for the sole purpose of giving and receiving information be repealed.

I think Section 7 of the Act of 1875 should be amended so as to make it clear that the person against whom any of the forbidden acts of molestation are committed need not be the same person who is intended to be compelled. It has already been decided in *Lyons v. Wilkins* that this is the proper interpretation of the Statute; but the language of the Statute is far from clear. The offence of molesting a workman is, it is obvious, equally great whether it is with a view to compel the workman not to work or the employer not to employ; and the offence of molesting a wife is not lessened by the fact that the object is to compel the husband not to work.

I agree with the proposal that an individual shall not be liable for doing any act not in itself an actionable tort only on the ground that it is an interference with another person's trade, business, or employment. This is a general and comprehensive provision, covering almost everything; but it will be advisable also to particularize.

I therefore agree also with the proposal to declare that a strike (including a sympathetic or secondary strike) from whatever motive or for whatever purpose, apart from crime or involving breach of contract, is not illegal.

Also with the proposal that to persuade to strike, *i.e.*, to desist from working, apart from breach of contract is not illegal. But I should wish the proposal to extend to persuading not to enter into a contract of employment.

I further recommend that the notification of a strike, whether given by the workmen themselves or by anyone else on their behalf, shall be declared not to be illegal. This appears to be a simple matter, but it has a long legal history of its own, reaching down to the present time.

*Conspiracy.*

On the subject of conspiracy I concur with the recommendation of the Report. I also concur with the reason given in the Report for such recommendation, viz., that the considerations which led to restrictions being placed by the Statute of 1875 upon criminal proceedings for conspiracy in trade disputes justify the introduction at the present time of similar restrictions on civil proceedings. But in my opinion the logical argument in favor of establishing such conformity or of supplementing the exceptional provisions made in 1875 for the case of trade disputes, is insufficient to support what is in effect a recommendation to supersede the law laid down and approved by the House of Lords in their decision on *Quinn v. Leatham* — more especially as that argument may be met, I do not say overborne, by the counter argument that many acts are torts without being crimes, and that conspiracy to injure may be one of them. Believing as I do that substantial reasons exist for holding there to be a strong case for relief against the law as it now stands, I think these reasons require to be expressly stated. Nor is it enough to express these in general language, as to say that the law is vague and unintelligible and produces hardships in forbidding acts which should be permissible. To appreciate the case it is necessary to follow the operation of the law to its practical consequences, and this unfortunately cannot be done without reference to the technicalities of the complex and obscure law of conspiracy, and even to their history. I also think that there should be offered some reasoned assurance that the result of the suggested change in the law will not be to make permissible acts which ought to be forbidden.

First, then, with regard to criminal proceedings for conspiracy, and to the circumstances which led up to the Statute of 1875.

A complete statement of the law as it stood in 1873 may be found in the late Mr. Justice Wright's Treatise; for present purposes the following may perhaps suffice. The offence of criminal conspiracy as defined by the Ordinance of Conspirators of 1305 was limited to agreements between two or more persons to commit the particular act of false and malicious in-



dictment for treason or felony, and could only be prosecuted in the event of the person so falsely accused having been tried in consequence and acquitted. In course of time conspiracy came to extend to agreements to commit any crime (also such fraud as was not criminal), and by the end of last century it was recognized as including agreements to commit a civil wrong (*R. v. Warburton*, 1870, L. R. i. C. C. 274). Thus the agreement or combination, whether it was to commit an offence or to commit a tort, was a combination to commit some unlawful act, something forbidden by the law — the criminal or the civil law as the case might be. In accordance with this was the common description — it cannot be called a definition — of a criminal conspiracy, viz., a combination or agreement to do an unlawful act or to do a lawful act but by unlawful means. About the same time the crime of conspiracy (an indictable misdemeanor) was held to consist in the *agreement* to do the unlawful act; the agreement entered into, the crime was complete, whether the unlawful act was carried out or not. So far there is no dispute. But, the common description of conspiracy notwithstanding, were there not cases in which a combination to do acts, such as when done by an individual were neither criminal nor tortious, was a criminal conspiracy? Was not a combination to do intentionally acts at once harmful and not unlawful — call the acts having this double characteristic injurious acts — known as a conspiracy to injure?<sup>1</sup> And if so, was the combination to do such acts a *prima facie* conspiracy, if they were done at all? If they were done with a bad motive? If they were done to a trader in the course of his trade? These are questions which will now be considered.

The difficulty whether combination to injure constituted a criminal conspiracy may be attributed in great measure to the opinions held by Judges on the question as to what circumstances (if any) would cause the like injurious acts to be

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<sup>1</sup> "Conspiracy to injure" may be taken as the generic term, comprehending a variety of species known in "Pleadings" language as conspiracy to oppress, conspiracy to coerce, conspiracy to impoverish, etc. But it must always be borne in mind that it does not mean to commit a legal injury or legal wrong, as the phrase might seem to import: it means to commit an act neither criminal nor tortious, but intentionally hurtful. This is the more necessary because in some instances, notably in *FitzGerald, J.'s* charge to the Jury in *R. v. Parnell*, the term conspiracy to injure is applied to a conspiracy to commit a legal wrong.

unlawful when done by an individual apart from combination. Lord Esher, for instance, held that a lawful act, if done with malice, became unlawful (*Bowen v. Hall*, and other cases), Sir W. Erle that an injurious act of an individual, if done in restraint of the free course of trade, was actionable and even criminal.

It is not to be supposed that views like these as to what was unlawful for individuals were accepted universally. Lord Esher's view of the effect of motive was inconsistent with *Stevenson v. Newnham*, decided in 1853. And that the right attributed by Sir W. Erle to a trader to protection from interference in the free course of trade — a right, it may be pointed out, described not as absolute but as qualified by equal rights attributed to others — was not at the time completely recognized, may be inferred from the variations of opinion on the subject amongst the judges in the case of *Allen v. Flood* (in 1897), where some regarded it as the privilege of capitalist traders or employers, others as the privilege of all traders whether capitalists or workmen, but of nobody else; others as the common right of everybody to pursue his calling or to do what he was at liberty to do; others again denying that there was such a right at all beyond the right to protection from interference from anything which by the general law, whether civil or criminal, was forbidden. But, as admitted by Sir W. Erle, the question of the violation by an individual of the trader's right to a free course of Trade had not been made the subject of proceedings in the courts.<sup>1</sup>

To judges who held such opinions a combination to injure, if it was to injure a trader, or if it was to do harm with a bad motive, must have appeared to be a combination to do what was unlawful and therefore to fall into the ordinary description of a criminal conspiracy, viz., a combination to do an unlawful act or do a lawful act by unlawful means. To other judges a combination to injure under the same circumstances would be a combination to do something which if done by an individual was not unlawful. This divergence of opinion may help to explain ap-

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<sup>1</sup> The cases supposed to be of this kind were reviewed in *Allen v. Flood* and were shown to be cases of interference by acts which according to the general law were unlawful, irrespective of the motive with which they were done.

parent inconsistencies of language found in the judgments, the acts done being described sometimes as wrongful, sometimes as not wrongful. Also some judges use the word wrongful of acts although in their opinion they are not actionable.

Whether the so-called conspiracy to injure was the outcome of the doctrine formerly entertained that acts of interference with a trader or malicious acts were torts when done by an individual: or whether it is the relic of the jurisdiction, once exercised by the Star Chamber and in some measure inherited by their immediate successors, the Court of Queen's Bench, to repress and punish whatever acts, whether done by individuals or in combination, might seem to them contrary to public policy; or whether it was created from the consideration, which in modern times is put forward as its justification, that there are some things which though permissible to individuals should be forbidden to combinations, it is now impossible to say. What is certain is that the view of a combination to injure with a bad motive, or a combination to injure a trader, being a criminal conspiracy, was from time to time assumed to be the law by judges on the bench, and that in some instances, very few however in number, the same view was enforced by them.

Thus in *Gregory v. Duke of Brunswick*, 1843, the Queen's Bench, including Tindal, C.J., held that whilst it was lawful for an individual to hiss at a theatre, a combination to injure an actor professionally by hissing him off the stage was a criminal conspiracy for which, if special damage was proved, an action would lie. In *R. v. Rowlands*, 1851, where strikers were indicted for conspiracy to injure an employer, the judge, Sir W. Erle, directed the jury that, if it was proved that the strikers had offered money to induce workmen to quit the employer's service and the jury thought this had been done with the motive of forcing the employer to accept a tariff of wages, they were to find a verdict of guilty. In *R. v. Druitt*, 1867, a Trade Union case, Lord Bramwell laid it down that, if a set of men agreed among themselves to coerce the liberty of mind or thoughts of another by compulsion or restraint, they would, by the Common Law, be guilty of a criminal offence, viz., that of conspiring against the liberty of mind and will of those towards whom they so conducted themselves. He was referring, he said,

to coercion or compulsion, something that was unpleasant and annoying to the mind operated upon. In *R. v. Bunn*, 1872, the gas stokers' case, Lord Esher explained to the jury that the charge against the defendants of conspiracy was that of a combination to press the company to conduct their business contrary to their own will by an improper threat and improper molestation; and that at common law there is improper molestation if there is anything done with an improper intent which the jury might think an annoyance or unjustifiable interference, and which in their judgment would have the effect of annoying or interfering with the minds of the persons carrying on such a business as the gas company was carrying on; and he directed the jury that, if they thought the prisoners had done what they did with the evil intent of forcing their masters to carry on their business in a way which they knew was contrary to the will of their masters, they would say the prisoners were guilty of conspiracy.

These cases, however, cannot be said to be conclusive of what at that time was held to be the law. In *R. v. Rowlands*, when the case came before the Queen's Bench on the question whether the judge had misdirected the jury, the court was inclined to say the charges laid were too vague and, without expressing any opinion on their validity, they intimated that they thought there was sufficient doubt to grant a rule *nisi* in arrest of judgment; but at the suggestion of the Court the Counsel for the Crown assented to a *nolle prosequi* in respect of the three Counts. As to *R. v. Drutt*, 10 Cox, 592, the opinion expressed by Lord Bramwell has been adversely commented upon by Coleridge, C.J.,<sup>1</sup> but approved by the present Lord Chancellor and others.<sup>2</sup> The ruling in *R. v. Bunn* led to the appointment of a Royal Commission presided over by Cockburn, C.J., and including Mr. Russell Gurney, then Recorder of London, and the effect of their report, which dealt only with criminal proceedings, was that in their opinion conspiracy comprised combination to commit a crime and combination to commit a tort, but not a combination to commit what was neither one nor the other; at all events they recommended that as to labor disputes this should be made

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<sup>1</sup> *Curran v. Treleven*.

<sup>2</sup> 1891. *Mogul case*, p. 38.



clear by statute; and it was upon this Report that the Government introduced the Bill which became the Act of 1875 herein-after mentioned. Three years later, in 1878, another Royal Commission, consisting of Lord Blackburn, Mr. Justice Barry, Mr. Justice Lush and Sir Fitz James Stephen, appointed to consider a Draft Code of Indictable Offences, presented in their Report a code with a view to its being brought before Parliament for enactment. This code contained a list of conspiracies, but amongst them was not a conspiracy to injure, the Commissioners expressing the opinion that there was not perhaps any distinct authority for the proposition that there are at common law any criminal conspiracies other than those that were contained in the code they recommended.

It is also to be observed that the labor cases mentioned above induced Parliament to legislate for the purpose of preventing their repetition. Thus the ruling in *R. v. Rowlands* led in the first instance to the Act of 1869 which, amending the Act of 1825, declared that (in the cases in which combination was permitted by Statute), no person should by reason merely of his endeavoring peaceably and in a reasonable manner and without threats or intimidation, direct or indirect, to persuade, etc., be deemed guilty of molestation or obstruction within the Act of 1825, *or should therefor be subject to any prosecution or indictment for Conspiracy*. Later on, the same judgment — in conjunction with that in *R. v. Druitt* — led to the Criminal Law Amendment Act 1871. This Act, after repealing the Act of 1825, by which threats, intimidation, molestation, and obstruction had been made punishable without being defined, substituted an enactment defining acts of this character which, if done with the object of coercing, were to be punishable, and qualified it by the following important proviso:—

Provided that no person shall be liable for doing or *conspiring to do* any act on the ground that such act restrains or tends to restrain the free course of trade, unless such act is one of the acts hereinbefore specified in the section and is done with the object of coercing as hereinbefore is mentioned.

Finally, when that proviso proved insufficient to prevent in *R. v. Bunn* a ruling similar to that in *R. v. Rowlands*, the

Act of 1871 was superseded by that of 1875 which, withdrawing the matter altogether from the Courts, provided:—

An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a Trade Dispute between employers and workmen shall not be indictable as a conspiracy if such act committed by one person would not be punishable as a crime.

A crime for the purposes of this Section means an offence punishable on indictment, or an offence which is punishable on summary conviction and for the commission of which the offender is liable, under the Statute making the offence punishable, to be imprisoned either absolutely or at the discretion of the Court as an alternative for some other punishment.

This enactment, still in force, did not, it will be noted, declare what was the law of conspiracy or alter the law, and applied only to criminal proceedings for conspiracy in Trade Disputes. So limited, however, whilst leaving untouched criminal proceedings for conspiracy to commit a crime punishable with imprisonment, it put an end to criminal proceedings for conspiracy to commit an offence not so punishable, for conspiracy to commit a tort, and (assuming there were such a conspiracy) for conspiracy to injure.

With this, so far as concerns Trade Disputes, the chapter of criminal proceedings for conspiracy was closed, or rather was thought to have been closed. From the judgment in *Quinn v. Leatham* it appears likely that questions will be raised as to the meaning of “any act in contemplation or furtherance of a Trade Dispute between employers and workmen.”

The scope of criminal conspiracy will now be further considered mainly under the head of civil actions for conspiracy.

A civil action for conspiracy is an action for damages suffered from a criminal conspiracy, whatever that may be. Proof of special damage having been caused is, however, a necessary condition. Civil proceedings—in this respect unlike criminal proceedings—cannot be instituted for a criminal conspiracy if the conspiracy has rested in agreement and nothing has been done upon it. The question as to civil liability for a conspiracy to injure causing damage is in the case of a Trade Dispute complicated by the Act of 1875 having forbidden criminal

proceedings in that case; but beyond saying that the term conspiracy has no legal meaning except as an indictable conspiracy, and that until *Quinn v. Leathem* there is no instance on record of an action for conspiracy which might not have been indictable as a criminal conspiracy, I will consider the matter only from a general point of view irrespective of the Statute of 1875.

For this purpose it is necessary to refer to the history of the peculiar practice of civil proceedings for Conspiracy. Originally there was a Writ of Conspiracy applicable to civil proceedings for damages occasioned by a criminal conspiracy as defined by the Ordinance of Conspirators of 1305 (false accusation of treason or felony). Under this Writ it was necessary for the plaintiffs to prove that there had been a combination and that the combination to do the act charged was a criminal conspiracy within the Ordinance, but it was not necessary to prove that apart from conspiracy this act, when done by an individual, was unlawful. The Writ, however, was required in its terms to follow closely the description and conditions of the offence, and unless all the conditions were strictly fulfilled was unavailable. Hence, to prevent the defeat of justice, a remedy was provided by a Writ of Trespass on the case in the nature of conspiracy, so called because the Writ was founded on the circumstances of the case, analogous to but not exactly identical with those to which the ancient Writ was appropriated. Such a Writ was popularly also called a Writ of Conspiracy and generally did expressly charge conspiracy, often indeed where there was only one defendant. But such action on the case was in truth not an action for conspiracy but a simple action of tort: the plaintiff had not to prove conspiracy, but had to prove that apart from conspiracy the defendant or defendants had done something unlawful which had caused damage to the plaintiff. There were thus two proceedings for conspiracy so called<sup>1</sup> and it is to be inferred that a combination to do acts which, for an individual, were not unlawful, could not, at all events, have been the subject of an action on the case. As criminal conspiracy became enlarged in its scope and generalized

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<sup>1</sup> *Skinner v. Gunton*, i. Williams, Saunders, p. 229. *Saville v. Roberts*, 1698, Lord Raymond, 374. "Where two cause a man to be indicted, if it be false and malicious, he shall have Conspiracy, where one, he shall have Case."

so as to include combinations to commit any crime, civil proceedings for the same kept pace; and henceforward for either purpose, civil or criminal, conspiracy (whether or not it involves proof of malice — a question afterwards to be considered) has altogether lost its association with the particular and specially odious offence of conspiracy as defined by the ancient Ordinance (which could only be committed *false et malitiose*<sup>1</sup>), and, though still an evil-sounding name, now means nothing more than preconcert<sup>2</sup> or combination. In course of time the practice was modified; and to judge from *Gregory v. Duke of Brunswick* the usage had by that time, 1843, come to be that the two modes of proceeding above mentioned were in some way combined as alternatives under the same pleadings, the appeal of the plaintiff in that case being on the ground that the judge had treated the action exclusively as one of conspiracy and had accordingly directed the jury that they could not find a verdict against one only, whereas if the plaintiff had thought fit to prove, if he could, that hissing maliciously was by law a tort for an individual, the case might have been treated as an action on the case for a simple tort, in which event the verdict might have been against one.

At a still later date it would appear that the “proper” action for conspiracy had fallen altogether into abeyance, the action on the case alone remaining. So at least it may be inferred from the observations of the Judges in *Salaman v. Warner*, an action tried in 1891 for conspiracy in alleged misfeasance in floating a company.

*Mr. Justice Day.* — I at once, speaking for myself, disavow the term conspiracy in having any legal efficacy on the civil side of our courts. The term conspiracy is a well-understood term on the Crown side, but there is no remedy that I am aware of obtainable on the civil side in respect of conspirators other than that which you can obtain against

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<sup>1</sup> The real modern representative of the ancient action for conspiracy is the action for malicious prosecution, whilst actions for slander of title remain as instances of survivals of ancient actions on the case like those in the nature of conspiracy (*Ratcliffe v. Evans*, 1892, 2 Q. B. 52A). In both these cases it is to be noted the plaintiff has to prove malice. (See Stephen on malicious prosecution.)

<sup>2</sup> “Conspire is nothing; agreement is the thing.” Per Lord Campbell in *R. v. Hamp*, 1852, 6 Cox 167; also *Kearney v. Lloyd*.



each individual member of the conspiracy. It must be shown here, not that there is a conspiracy or a combination, but it must be shown by the plaintiff that the defendants—whether one of them or two of them or more than two of them, whether in combination or not, is utterly immaterial—have infringed some legal right which he had.

*Lord Esher.*—It is not true to say that a civil action could be brought for a conspiracy. If persons conspired to do an illegal thing or to do a legal thing in an illegal way, they are liable to an indictment and not to an action. They are only liable to an action if they conspired to do something against the rights of the plaintiffs, and have effected their purpose and committed a breach of those rights. The plaintiff therefore must show that the conspiracy was to injure those rights and that those rights had been injured. He has in fact to carry his case as far as if there had been no conspiracy at all. The fact of there having been a conspiracy did not increase his right of action in the least, though it did diminish it.

*Frye, J.*—I propose to say nothing upon the question as to whether an action will lie for injury resulting to the plaintiff from an act done by several persons, assuming that that act could have been lawful if done by one but is unlawful if done by several as the result of a combination between them.

The importance of these observations to the present discussion is that Mr. Justice Day and Lord Esher, by absolutely denying the necessity, in any case, of proof of conspiracy, evidently did not recognize that a combination to injure (in the sense of a combination to do something which for an individual is not unlawful) was a criminal conspiracy, for otherwise there would have been a criminal conspiracy for which persons injured thereby could obtain no civil redress.<sup>1</sup>

In *R. v. Parnell*—a case of political boycotting tried in 1881,—Mr. Justice (afterwards Lord Justice) Fitzgerald expounded the law of Conspiracy to the Jury. He repeated to them the usual definition of Conspiracy, and under the third of the divisions into which he divided his subject he placed Conspiracy where two men agree to do an injury to a third party as a class, though that injury if done by one alone of his own motion could not be in him a crime or an offence, but could be simply an injury carrying with it a right to a civil remedy.

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<sup>1</sup> Lord Esher, it is known from his judgments in *Bowen v. Hall* and other cases, held the opinion that for an individual to do a lawful act with malice was to commit a tort.

And he states the reason. When done by one alone it is but a civil injury, but it assumes a punishable or aggravated character when it is to be effected by the power of combination; and it is justly so because, though you may assert your rights against one individual, how can you defend your rights against a number of persons combined to inflict a wrong upon you? At the same time he referred to *R. v. Druitt* as not inaptly illustrating this class of Conspiracy, but that was the case of a combination to do what for an individual was not unlawful. He also quoted from Archbold's Criminal Law the proposition that a Conspiracy is an agreement of two or more wrongfully to injure a third person or injure any body of persons. In specifying the different kinds of Conspiracy Fitzgerald, J., did not name a Conspiracy to do that which is intentionally hurtful, but not unlawful.

To proceed now to the series of civil cases in which the question whether a combination to do what is not unlawful for an individual can be a criminal conspiracy has been directly raised. The question was for the first time thoroughly discussed in *Kearney v. Lloyd*, an action of conspiracy tried in the Irish courts in 1891, during the interval between the decision of the Court of Appeal and that of the House of Lords in the *Mogul* case — at a time, therefore, when the judgment of the Lord Chancellor and Lord Esher in *Bowen v. Hall*, that malice made unlawful an act otherwise lawful, was still in force. The action was by an incumbent against his parishioners for conspiring to injure him by refusing to subscribe to a sustentation fund. The case having been argued and the Jury having answered the questions put them, the Judge (Andrews, J.) abstained from giving judgment on the cause of action for conspiracy, and left the parties to move for such judgment as they might be advised. Defendants obtained a conditional order to enter judgment for themselves, the plaintiff showed cause, and the legal point was argued before Palles, C. B. In an elaborate judgment he came to the unhesitating conclusion that there could be no criminal conspiracy, and therefore no action for criminal conspiracy, unless the act agreed to be done amounted to a civil wrong when done by individuals — in other words, that there was no such misdemeanor as a conspiracy to injure.

He reserved, however, the question whether this doctrine was applicable to cases of combination in restraint of trade.

Then came the Mogul case, an action of conspiracy against merchants who by underselling and exclusive dealing had combined to drive a competitor out of the market, which was adjudicated by the House of Lords in 1892. It might at first sight seem that it must have involved the question whether a combination to injure by acts not amounting to legal wrongs might be a conspiracy, but it did not, I think, conclusively determine it in either way; in fact it has been appealed to from both sides. According to Lord Bowen's judgment in the Court of Appeal — which was generally praised in the House of Lords, and which, it is to be remembered, was delivered when *Bowen v. Hall* was still an authority binding on the Court — the answer would appear to be in the negative. For he, quoting the ordinary definition of Conspiracy, viz., a combination to do an unlawful act or a lawful act by unlawful means, held that what was forbidden by the law was the same for individuals and for combinations, viz., to do an intentional act of harm without just cause or excuse, and the same view was taken by the House of Lords so far, at least, as the case of competition between traders was concerned. But the Law-lords did not all consider the case from one point of view. Some treated it as if the conspiracy charged was a combination to commit a tort and asked where was the tort or the right violated. Others, including Lords Bramwell, Field and Hannen, as if the conspiracy charged was a combination to injure, assumed that such might be a conspiracy, but insisted on the absence in the case before them of malice, which seemed to be a necessary ingredient in a conspiracy of that sort. But they all unanimously agreed that what the defendants had done was without bad motive and was justified by competition. The case, at all events, is an authority that if the law recognizes a conspiracy to injure, it also recognizes competition as a just cause or excuse.

The Scottish Fishers case, which closely followed, may be considered to have been similarly decided.

*Temperton v. Russell* was a trade union case tried in 1893 in the interval between the Mogul case and *Allen v. Flood* — at a time, therefore, when Lord Esher's judgment in *Bowen v.*

Hall had not yet been over-ruled. The action was for combining to injure by preventing contracts from being entered into, and proof was given that the defendants had not acted from any personal malice. The Court of Appeal, presided over by Lord Esher, on the authority of *Gregory v. Duke of Brunswick*, but without much discussion, and without any reference to *Kearney v. Lloyd* or to the Statute of 1875, held that there had been combination with a bad motive to prevent contracts being entered into, and that this was a criminal conspiracy for which, if it caused damage, an action would lie. This is the earliest instance on record of a civil action for conspiracy to injure being successful. It is an authority that the law recognizes a combination to injure, but requires a motive of some bad kind to be proved.

*Allen v. Flood* decided in 1897 was originally an action of conspiracy brought against Allen, a delegate, and officers of a Trade Union, but as finally adjudicated was an action of tort against Allen as sole defendant. The jury found a verdict that Allen had maliciously induced the Glengall Company not to engage the plaintiffs, and they did this after having been warned by the judge that to find such a verdict it was necessary for them to be satisfied that the defendant had acted with a malicious intention, that is, not for the purpose of forwarding that which he believed to be his interest as a delegate of the Union in the fair consideration of that interest, but for the purpose of injuring the plaintiffs and preventing them from doing what each of them was entitled to do. Mr. Justice Kennedy gave judgment against Allen, and the Court of Appeal affirmed his decision. The case went up to the House of Lords before whom it was most elaborately argued, and the Judges were called in for their opinion. The majority of the Judges (amongst whom was Lord Brampton then Mr. Justice Hawkins) and three of the Law Lords (including the Lord Chancellor) considered that the decision of the Court of Appeal should be upheld, being of opinion that the acts of the defendant constituted intimidation, coercion, and a malicious infringement of the rights of the plaintiffs and their employers to carry on their business as they thought fit. Amongst other authorities they quoted the passage from p. lxix of Sir W. Erle's Memo-



randum. But the majority of the Law Lords reversed the decision of the Court of Appeal; they held that there had been no intimidation and no coercion, that no right had been infringed, and in short that no cause of action had been shown. With respect to acts of individuals with which alone the case was concerned, they laid down two propositions apparently of general application: (1) That malice (bad motive of some sort) cannot make unlawful any act — including therefore any intentional act of harm — which is otherwise lawful. In this they reaffirmed the law as declared in 1853 in the case of *Stevenson v. Newnham* and over-ruled the judgments of Selborne, L.C., and Lord Esher in *Bowen v. Hall*. (2) That traders have no privileged right to protection for their trade; they have only the right which everybody possesses in respect of what he is at liberty to do, viz., the right to legal protection from interference by unlawful acts. This was understood to negative the doctrine that had been put forward by Sir W. Erle.<sup>1</sup>

The effect of these pronouncements upon the law of conspiracy to injure was not considered by the House of Lords, and was by some of the Law Lords, including Lord Herschell and Lord Macnaghten, expressly reserved. But one consequence is obvious, viz., if a combination to injure was a criminal conspiracy, it was — even if done with a bad motive, or done to a trader's business — a conspiracy to do what in the case of individuals was neither an offence nor a tort. The question remained whether such a combination was a criminal conspiracy.

*Boots v. Grundy*, heard in 1900 (after *Leathem v. Craig* had been decided in the Irish courts), was an action against Traders for combining to injure their rivals by inducing wholesale traders not to deal with their purveyors. The court, on the strength of the *Mogul* case and *Kearney v. Lloyd*, negatived the doctrine that combination to injure was a criminal conspiracy, but Mr. Justice Phillimore, who dissented from the decision of the court, carefully reviewed the principal cases relating to conspiracy to injure, and came to a conclusion which differed from that of *Kearney v. Lloyd*, and was to the effect that whilst, according to *Allen v. Flood*, malice was immaterial in the case of acts of individuals, it might make all the difference

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<sup>1</sup> O'Brien, J., in *Leathem v. Craig*, 1898, Irish Rep. Q. B. 688.

in cases of conspiracy. In the course of his judgment he observed that the language of the judges who charged the jury in *R. v. Parnell*, 14 Cox C. C. 508, was, with regard to their third division of the crime of conspiracy, hesitating and varying, and that even the same might be said of the judgment of Bowen, L.J., in the *Mogul* case. Sometimes the learned judges spoke in the most general language of any combination to do any form of injury and sometimes they seemed to speak of combinations to commit actionable wrongs. But the observations of Lords Bramwell, Hannen and Field when deciding the *Mogul* case in the House of Lords and the reservation of Lords Herschell and Macnaghten when giving their decision in *Allen v. Flood* led him to conclude that they recognized the wider view of conspiracy taken in the older cases.

Lastly *Quinn v. Leatham*, decided in 1901, was an action for tort and conspiracy brought against Trade Unionists for their conduct on Strike. The Jury, after a warning from the Judge similar to that in *Allen v. Flood*, had found a similar verdict, viz., That the defendants had maliciously induced the customers and servants of the Plaintiff to refuse to deal with the Plaintiff and had maliciously conspired to induce the Plaintiff's customers and servants not to deal with the Plaintiff or continue in his service. The legal questions raised were whether the propositions laid down in *Allen v. Flood* prevented the conduct of the defendants from being considered a tort or a conspiracy to commit a tort, and if not whether the law recognized a conspiracy to injure, viz., a conspiracy to do something intentionally hurtful but not unlawful.

In dealing with the case before them the Lord Chancellor, Lord Brampton, and the other Law-lords distinguished *Allen v. Flood* not only as relating exclusively to acts of individuals, but because of the difference of the facts or rather of "the hypothesis of the facts" on which the adjudication of that case had been made: and the Lord Chancellor propounded reasons of a general character why the judgment in *Allen v. Flood* should be interpreted with strict reference to that hypothesis and ought not to be pushed to what might seem its logical consequences in other cases. In result, *Allen v. Flood* was recognized as establishing the general proposition that in case of acts

done by individuals motive could not make unlawful what was otherwise lawful, but the same proposition was not extended to combinations. On the other hand the decision in *Allen v. Flood* having been that under the circumstances of the case no right of the Plaintiffs had been infringed, effect was not given in *Quinn v. Leatham* to the second proposition put forward in *Allen v. Flood*, viz., that a person in respect of what he is at liberty to do is not entitled to legal protection from interference save so far as the interference consists in unlawful acts. Some of the Law-lords, in particular Lord Brampton and Lord Lindley, insisted that the liberty of action possessed by every man to follow his calling as he thinks fit constitutes a legal right which would be infringed by any interference which was unjustifiable though not in itself unlawful, and Lord Brampton quoted again, what he had quoted before in *Allen v. Flood*, the Extract from page lxix. of Sir W. Erle's Memorandum as to the trader's right, adding that he was not aware that the rights so stated had ever been seriously questioned. Some of the Law-lords also held that the threats of a Strike which had been used were intimidation. But their Lordships were unanimous that there was a Conspiracy; this Conspiracy however was according to some of the Law-lords a Conspiracy to commit a tort, according to others a Conspiracy to injure. The subject of Conspiracy to injure is glanced at by Lord Brampton, but is discussed by Lord Macnaghten alone and by him with extreme brevity: he does not define the Conspiracy, but merely states that such a Conspiracy is known to the law, and, as authorities for this statement, he names the cases noticed above in this Memorandum, viz., *Gregory v. Duke of Brunswick*: *R. v. Rowlands*: *R. v. Parnell*: the *Mogul* case: and *Temperton v. Russell*: also the judgments in *Leatham v. Craig of Andrews, J.*, and *Holmes, L.J.* The House of Lords upheld the decision in *Temperton v. Russell*.

At the same time, with reference to the Act of 1875 they held that Sec. 3, in forbidding criminal proceedings for such a conspiracy in trade disputes, left civil liability untouched. In consequence, workmen and others in trade disputes may be made civilly liable for a conspiracy to injure, although in their case such a conspiracy is not indictable as a criminal conspiracy.

It is not necessary to follow the cases which have since taken place. The co-existence of these two judgments, *Allen v. Flood* and *Quinn v. Leatham*, both of supreme authority, as proceeding from the House of Lords, and both, therefore, in theory at least, unalterable, save by the act of the Legislature, has created a legal situation which is bound to produce contradiction and uncertainty.

Starting now from the declaration in *Quinn v. Leatham* that a conspiracy to injure is known to the law, I will endeavor to show that an action for such conspiracy presents peculiar anomalies, and in case of trade disputes produces special hardships.

Common Law offences have no exact definition; it therefore avails little to lay stress upon the fact that Conspiracy to injure lies quite outside the bounds ascribed to Conspiracy by Mr. Justice Willes in 1868, when summoned with other Judges to expound the law to the House of Lords in the important case of *Mulcahy v. Reg*, 18 L. R. 3 H. L. 317.

A conspiracy consists not merely in the intention of two or more, but in the agreement of two or more, to do an unlawful act or to do a lawful act by unlawful means.

After all, the great solecism of a Conspiracy to injure — a criminal offence involving civil liability for any damages that may ensue — is that it is a combination to do acts that are not unlawful. This solecism is aggravated by reason of the legal acts forbidden to combinations being unspecified; they are not of course specified in any Statute, but neither are they clearly indicated by the description usually given to them of acts of intentional harm done in combination.

Seeing that Conspiracy means no more than agreement carrying with it no sinister significance, seeing also that it is impossible that an agreement to do any thing of any kind can constitute a criminal Conspiracy, it is plain that the criminality of a Conspiracy — in the case where the aggravation from numbers is the leading consideration, no less than in other cases — must be derived from the acts agreed to be done possessing that character — whatever it may be — which the law requires them to possess in order that the agreement to do



them may be a criminal Conspiracy (such criminality to begin so soon as the agreement has been entered into). This is obviously the case with a Conspiracy to commit a crime, and with a Conspiracy to commit a tort, but it is equally so with the so-called Conspiracy to injure. It is, however, difficult to see how in this connection the description "acts of intentional harm" marks off a specific class of acts. For the acts must be harmful, else there could be no claim for damages, and the harm must be intentional, for there can be no such thing as an agreement to do harm accidentally. The description then is no limit at all.

But there must be some limit. It may be suggested that "without just cause or excuse" is a limit, Conspiracy to injure being described as a combination to do without just cause or excuse intentional acts of harm which for individuals are not unlawful. But this cannot be so. The theory of a civil action is for the plaintiff to allege that the defendant has done to him what is recognized by the law to be a *prima facie* tort or wrong: it is then for the defendant to deny that it is by law a *prima facie* tort, or, admitting it, to submit some specific circumstance on which he relies as constituting by law a just cause or excuse; and the plaintiff cannot succeed unless he has disposed of what has thus been submitted by the defendant, that is, he must show either that the alleged circumstance is not recognized by the law to be a just cause or excuse, or that, as a matter of fact, it does not exist. There is no *prima facie* tort known to the law which is not theoretically liable to be met by proof of some just cause or other; and from this point of view any tort whatever might be, though as a fact none is,<sup>1</sup> described as being without just cause or excuse, in the sense that if the case is defended the plaintiff has to refute what is offered as just cause or excuse, or if the case is undefended it is to be assumed that there is no just cause or excuse. It is thus plain that in a description of conspiracy to injure the words "without just cause or excuse" do not form part of the *prima facie* tort. Just cause or excuse is for the defendant to offer, if he thinks

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<sup>1</sup> An exception to this is what may be called the recently established tort of inducing breach of contract, which although involved in *Lumley v. Gye* was not fully recognized until that case was explained by *Quinn v. Leatham*.

fit, and only so is the plaintiff under an obligation to show that there is none. This distinction is important as fixing what is the *prima facie* tort of a conspiracy to injure — that which the plaintiff has in the first instance to show, and on which he is entitled to have a verdict if the defendants put in no defence. The *prima facie* tort of a conspiracy to injure, then, is not that the defendants conspired to do acts of intentional harm *unjustifiably*, but simply that they conspired to do acts of intentional harm.<sup>1</sup> Now if it be borne in mind that the act may be of any kind so long as it is one of intentional harm; that the word harm means harm of any kind;<sup>2</sup> that intention to do harm does not imply on the part of the doer any malice in the sense of ill-will or bad motive of any kind; that the word conspiracy is a neutral word merely meaning pre-concert, and that two are enough to form a conspiracy, it will be seen how indefinite and sweeping is a conspiracy to injure. And it is a criminal offence, and in the event of damages ensuing, a tort. If the law had been enforced, it would have been expected that such an offence, such a tort, would have been found to be every-day occurrences in society; but, as a fact, the cases have been very rare, and have mostly arisen out of trade disputes between employers and workmen.

But malice, — in the sense of ill-will or other bad motive, — is not that a necessary part of the *prima facie* tort of a Conspiracy to injure? and, if so, does it not furnish the requisite limit? Were this the case, it would be only one solecism the more. Malice, in the case of individuals, does not make unlawful what without malice is lawful: and by an all-but universal rule<sup>3</sup> malice is not an element in a tort by an individual. The question in an action of law being whether the Plaintiff has suffered any legal wrong, the presence of malice has not to be proved by the plaintiff, and the absence of malice is not a just cause or excuse for the defendant: nor would proof of malice negative the existence of anything which is otherwise good cause

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<sup>1</sup> This is stated expressly by Lord Brampton in *Quinn v. Leatham*.

<sup>2</sup> Sir William Erle, speaking of threats of evil, says, "Evil may be inflicted in respect of the manifold interests relating to person, property, reputation, or affection."

<sup>3</sup> Throughout these observations I abstain from referring to the special cases of action for defamation and action for malicious prosecution.

or excuse and is compatible with it. Malice in short is immaterial. It is true that the pleadings in these, as in other cases, usually contain the word "maliciously." The common averment is that the defendant did "maliciously," etc. But the word so used refers to legal malice, and has nothing to do with malice in the sense of bad motive. Its legal significance is now undisputed. It merely anticipates and by anticipation repels whatever, if anything, may afterwards be brought forward by the defendant, which, if proved, would be a sufficient defence. (See the judgment of Lord Bowen in the *Mogul* case, the opinions of Willes, J., and Wright, J., in *Allen v. Flood*; and the judgment of Phillimore, J., in *Boots v. Grundy*.) The adverb "maliciously" is thus a mode of formal negation beforehand of the existence of any just cause or excuse whatever, or, which is the same thing, a general averment that what has been done to him by the defendant was wrongful. "Maliciously," therefore, adds nothing to what the plaintiff has to prove. For of course if the act of the defendant could not be shown to be wrongful, there could be no cause of action; and, as already stated, in order to succeed, the plaintiff has in any event to prove the *prima facie* tort, and also to disprove whatever the defendants offer as just cause or excuse.

Most judges, however, express the opinion,<sup>1</sup> though often in vague language, that in a conspiracy to injure there must be *malus animus*. And accordingly the practice in these cases as distinguished from others — a practice commenced whilst the decision in *Bowen v. Hall* that what was lawful became unlawful if done with malice was in force, and continued since that decision was overruled in *Allen v. Flood* — seems to be that the judges lay stress upon the word "maliciously," if found, as it generally is, in the pleadings, and in putting the questions to the jury, they are careful to use the word maliciously:<sup>2</sup> also in charging the Jury they usually direct them that in order

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<sup>1</sup> e.g. Henn Collins, M.R., in *McElrea v. United Society of Drillers*: Coleridge, C.J., in the *Mogul* case. 21 Q.B., D. 549.

<sup>2</sup> See observations of Lord Watson on this practice in pp. 92, 93 of the report of *Allen v. Flood* which at the time of the questions being put to the Jury was an action for conspiracy, though when the case was considered by Lord Watson, it had been reduced to an action of tort by an individual.

to satisfy the word "maliciously" they must find that the defendants did not act merely from self-interest, but were actuated by some bad motive. At the same time—at all events when the plea of competition is entertained—the Judges repudiate the notion that it is incumbent upon the Court to regard the transaction from its moral aspect.<sup>1</sup> All judges,<sup>2</sup> however, do not hold the view that malice in the sense of bad motive is a necessary element in conspiracy. Lord Bowen in his judgment in the *Mogul* case—which is always praised and has never been overruled, though in some respects it must be considered of doubtful validity—held that to individuals and to combinations alike it was forbidden to do malicious wrongs; but the malice in the malicious wrong described by him was not malice in the sense of bad motive, but only legal malice. He says:—

Intentionally to do that which is calculated in the ordinary course of events to damage and does in effect damage another in that person's property or trade is actionable if done without just cause or excuse, and that such intentional action when done without just cause or excuse is what the law calls a malicious injury.

Indeed Lord Bowen does not even mention the word malice in the sense of bad motive. Nevertheless under Lord Bowen's ruling the question of malice in the sense of bad motive inevitably comes in only in a different form at a later stage, when the question of just cause or excuse has to be considered. Just cause or excuse, he says:

<sup>1</sup> "It is absolutely unnecessary to consider whether those grounds were morally or commercially justifiable. They were not unlawful," per Lord Field in the *Mogul* case, p. 54, and see observations of Fry L.J. in the same case, 23 Q.B.D. 625; and Lord Coleridge in *Gibson v. Lawson*.

<sup>2</sup> In the very recent case of the *Glamorganshire Coal Co. v. The South Wales Miners' Confederation* Vaughan Williams L. J. observed that the Plaintiff in a suit of conspiracy was under no obligation to prove malice in the first instance, though he was at liberty to prove it to rebut justification. Lord Lindley—so I infer from his judgment in the House of Lords in the same case—does not concur in this view. But it is remarkable that Lord Lindley and Lord James of Hereford both stated that in that case it was not necessary to prove malice, and Lord Lindley recommended the disuse in similar cases of that word altogether. That case it is true was a conspiracy to commit a tort (the tort of inducing breach of contract), not a conspiracy to injure. But until *Quinn v. Leatham* a conspiracy to induce breach of contract had been treated as a conspiracy to injure, and in both cases the use of the word "Malicious" was similar.



Could not exist when the act was done merely with the intention of causing temporal harm without reference to one's lawful gain or the lawful enjoyment of one's own rights. The good sense of the tribunal which has to decide would have to analyze the circumstances, and to discover on which side of the line the case fell.

Thus, either way, motive comes to be considered. The practical result is that, in all cases of conspiracy to injure if malice is an element of the tort, and in all defended cases if it is only to be used as an answer to the plea of just cause and excuse, the issue is made to turn on the motive, on the question of malice — just that which in cases of acts done by individuals is, since *Allen v. Flood*, immaterial. What, however, malice means is only to be gathered from numerous judgments wherein the judges have placed very various interpretations upon the word, and the result is vague and uncertain. Lord Esher declined to define malice, and said it was a question for the jury.

Then as to justification. The general law is that what constitutes just cause or excuse is a matter determined by law, and in strictness is for the Judge, as distinguished from the Jury, to decide according to law. It would revolutionize the law if the defendant when sued for commission of a legal wrong might plead merely moral justification, and a judge and jury were bound or even at liberty to accept it. I may add that in no case, so far as I am aware, is the plea of mere self-interest — as distinct from that of a right — on the part of the defendant recognized by law as a just cause or excuse. But in the case of conspiracy to injure the practice is different. As the *prima facie* tort is indefinite, so is the justification. With one exception, there is nothing settled as to what shall constitute justification. That exception is competition. Otherwise the justification required is what the judges and jury may think in their discretion amounts to justification; in other words, it is moral justification. The consequence is that on the one hand such a defence as self-interest on the part of the defendant may be taken into consideration (though in Trade Union cases at least it has rarely been accepted as just cause or excuse), and on the other the proof of malice or bad motive of some sort, being incompatible with moral justification, is said to negative the

existence of any just cause or excuse whatever.<sup>1</sup> The upshot of the whole is that the law of Conspiracy to injure, as recognized in *Quinn v. Leatham*, places it in the power of a Judge and Jury, if in their discretion they should so think fit, to treat any joint conduct whatever as actionable and, except so far as barred by the Act of 1875, criminal.

That by this law workmen engaged in a trade dispute are placed at a special disadvantage cannot be doubted. It is only necessary to realize the course of an action of conspiracy to injure brought against workmen for their conduct with reference to a strike. For the "injurious act" one may take at random any act done in the promotion of a strike — such as an announcing of the strike to the employer, or an inducing by persuasion, or payment, but not intimidation of workmen to leave the employer's service (without breach of contract), or not to enter it, or the starting of a secondary strike. These acts are assumed to be not forbidden to individuals by the law, whether criminal or civil. (It is true there are *dicta* that they are forbidden: but if they are forbidden, then it is manifest that a legal strike is an impossibility.) But the plaintiff can have no difficulty in making out a *prima facie* tort. A strike being an industrial war, there are present of necessity all the elements of a conspiracy to injure, viz.: harm, intention to do harm, combination to do harm. For justification the defendants have nothing to offer but the plea of self-interest. To rebut this (or, if such is the law, to complete the proof of a *prima facie* tort) the plaintiff alleges bad motive. This too can never be wanting. For every strike, every act of every strike, is necessarily a hostile operation, the strikers have always the object to force the employer to change his mode of business — just as the employer's object is to force upon the workmen terms of their employment — and this is regarded by the law as an evil motive.<sup>2</sup> Then the question is put to the jury: "Did the defendants act from the motive to do harm to others

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<sup>1</sup> This, notwithstanding the similarity of terms, is not to be confounded with the allegation of legal malice in the pleadings which is a general and formal denial, in anticipation, of any just cause or excuse that may be brought forward.

<sup>2</sup> *R. v. Rowlands* and *R. v. Bunn*, both of which must after *Quinn v. Leatham* be considered to be still good law.

or from the motive to benefit themselves? Or did they act more from the one motive than from the other?" A question as difficult to answer as would be a question concerning a soldier who, after taking aim, fired off his rifle in time of battle, whether his predominant motive was to help his country or hurt his enemy. But the jury have to find an answer, and this answer can hardly fail to be unfavorable. Not to speak of their probably not including in their number any working man, nor to impute to them the common bias of assuming all strikers to be disturbers of industry and insurgents against lawful authority, nor to suppose that in matters of political economy they are prejudiced in favor of the theory of individualism and opposed to that of collective action, the Jury will have presented to them the picture of strikers angry and excited, and of the loss and distress which are the visible and immediate consequences of a strike and have been intentionally caused by the strikers; and when the question is thus put to them, it would be strange indeed if they did not attribute the intentional acts of the strikers rather to a desire to inflict these evils than to the hope of advantages to be obtained if the strike is successful — advantages unseen, remote, and a matter of indifference to the Jury. The truth, nevertheless, Trade Unionists would urge, is the contrary. In a strike, as in trade competition, there may be, in most cases there probably is, ill-feeling on both sides, at all events after the strike has gone on for some time, but no strike was ever either commenced or maintained out of spite to master or man, any more than a lockout was ever declared by employers to spite the employed. Workmen strike, and employers lockout, for their own prospective advantage; otherwise they would not care to lose their wages or their trade. Moreover, in every organized trade a strike is simply a matter of policy for the Trade Union. It was so in the case of *Quinn v. Leathem*. The proceedings taken against Leathem and Muncie were the application to them of the general rule which the Trade Union had adopted two months before as their future policy, that members of the Trade Union should not work for butchers who themselves employed non-Unionists, or who, whilst themselves not employing non-Unionists, bought their meat from other butchers who did.

The indefiniteness of the law of conspiracy to injure prevents it from being a practical guide of conduct to workmen as to what they may do in times of strike and what they must avoid. The mere fact that two make a conspiracy is enough in the case of unwritten law to produce confusion, where unspecified acts, lawful for individuals, are to be made unlawful when done in combination. But the law itself is unintelligible to workmen. The defendants in *Quinn v. Leathem*, after judgment had been given against them, must presumably have been at loss to understand which in particular of the acts done by them it was that, though not unlawful for individuals, was condemned as unlawful to be done in combination, or in what respect their strike differed from an ordinary strike against individual non-Unionists. They could only know that, reviewing their conduct as a whole, the House of Lords had pronounced their combination to be an oppressive combination, a **conspiracy to injure**.

The perplexity as to the scope of the law is not confined to workmen. I believe it is no exaggeration to say that a lawyer is unable to advise a Trade Union with any confidence on elementary points connected with a strike and with public order — as, for instance, whether it is actionable for a committee or for two or more workmen acting together to organize a strike against non-Unionists at all; or to threaten an employer with a strike; or to prompt a strike to workmen not predisposed to strike; or when the strike has been once started to persuade other workmen to join it, and especially to persuade men in the service of the employer to leave that service, or workmen in the service of employers in other trades to strike in sympathy.

For these reasons it appears to me that the law of conspiracy to injure is a law unfitted for workmen in case of Trade Disputes.

It only remains briefly to consider whether to make the change in the law as proposed by the Report would be to license practices which ought to be repressed by the law. The change proposed is to enact: —

An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute shall not be the ground of a civil action unless the agreement



or combination is indictable as a conspiracy notwithstanding the terms of the Conspiracy and Protection of Property Act, 1875.

The chief object is to eliminate from trade disputes civil actions for conspiracy to injure. But to understand the effect of the words used it is necessary to bear in mind that an offence causing damage is a tort, and that actions for a tort would not be interfered with by the enactment. Trade Unionists remain, of course, subject to the ordinary law of torts, and I may add that, by *Quinn v. Leathem* explaining *Lumley v. Gye*, inducing breach of contract is now a recognized tort. They are also subject to the ordinary criminal law, in particular, I may mention, to the law against riot and breach of the peace, and to the provisions of Sec. 7 of the Act of 1875, which, though nominally of general application, practically deals with offences of molestation only likely to occur in case of Trade Disputes. If there is anything more which ought to be prohibited, this could be effected by adding either to the reservations in Section 3 of the Act of 1875 or to the list of offences in Section 7. The prohibition would thus be enacted after discussion on the merits, and being recorded in a Statute would be intelligible to workmen and their advisers. Then, as to the probable practical consequences of the suggested enactment. On this point much may be learned from the action of Parliament in 1871 with regard to restrictions upon criminal proceedings for conspiracy in Trade Disputes (civil proceedings for damages caused by the same offence not being at that time under contemplation). The Criminal Law Amendment Act of that year, after creating a number of offences in the nature of acts of molestation or coercion which were likely to be committed in times of Trade Disputes and correspond to the offences in Sec. 7 of the superseding Act of 1875, contained a proviso that —

No person shall be held liable for doing or conspiring to do any act on the ground that such act restrains or tends to restrain the free course of trade, unless such act is one of the acts hereinbefore specified in this section, and is done with the object of coercing as is hereinbefore mentioned.

The Act of 1871 is no longer in force, having been superseded by that of 1875, but it was repealed not because it had

opened the door to any disorder or molestation, but because it was found not to give protection to workmen against criminal prosecution for such acts of so-called molestation or coercion done in combination as Parliament considered ought not to be punishable. It is of course impossible here to describe the various hostile acts done in times of strike which are not unlawful for individuals to do, and which when done in combination would be precluded by the proposed enactment from being made the subject of civil proceedings for conspiracy to injure, just as they have been precluded by the Statute of 1875 from being made the subject of criminal proceedings. But perhaps it may be well to test the general question by one example to serve for all. For this purpose I will take the practice of Trade Unionists (wherever the Union is strong enough) to combine to refuse to work with non-Unionists, which has and is intended to have the result of making it difficult or impossible for non-Unionist workmen to find employment. No practice is more characteristic of Trade Union policy; none creates more trouble to employers; none excites more general repugnance. It is always intolerant, and when applied against individuals operates as personal persecution.<sup>1</sup> But should it be actionable? To strike for this purpose is admittedly lawful for individual workmen. Should it be unlawful for two or three in combination to start or promote such a strike? Or if *prima facie* unlawful, why may not the plea of competition be accepted? To Trade Unionists non-Unionists are permanent rivals; acting in their own interests they undersell them in the labor market, take the side of the employer against the Unionists in time of strike, and if the strike is successful seek to share the fruits obtained by the sacrifices of the Unionists. Employers again, who are injured by this Trade Union policy, may also be said to be permanent rivals of workmen in so far as with respect to terms of employment they compete with workmen in the labor market, where whatever one party gains the other loses. Further, though the law is the same for all, it does not, in practice, interfere when the same policy as that of Trade Unionists against non-Unionists is pursued by others

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<sup>1</sup> See observations of Lord Herschell in *Allen v. Flood*, p. 131, as to Strikes against non-Unionists being alleged to be vindictive.

— by employers who refuse and induce other employers to refuse employment to Trade Unionist workmen or to those who have been prominent in strikes; <sup>1</sup> or by traders who, as in the Mogul case and the Scottish Fleshers' case, merely in their own interest combine to exclude rival traders from the market, though, as they well know, the consequences may be their ruin. The policy of Trade Unions is the subject of the following observations by Lord Watson in the case of *Allen v. Flood*: —

It is in my opinion the absolute right of every workman to exercise his own option with regard to the persons in whose society he will agree or continue to work. It may be deplorable that feelings of rivalry between different associations of working men should ever run so high as to make members of one union seriously object to continue their labor in company with members of another Trade Union; but so long as they commit no legal wrong or use no means which are illegal they are at perfect liberty to act upon their own views.

But the practical test is this: Would Parliament be willing to legislate so as to declare strikes against non-Unionists or promotion of such strikes to be an actionable wrong? If not, why should it leave in the hands of Judges and Juries the arbitrary power of treating them as actionable, if in their discretion they think fit to do so?

On a review of the whole matter, I am of opinion that no ground exists of public policy or justice to private interests to make it necessary that in Trade Disputes conspiracy to injure should continue to be a cause of action.

The proposed enactment as to civil proceedings for conspiracy should be read as one with Sec. 3 of the Act of 1875, so as to be qualified by the reservations in that Section.

In the proposed enactment the words "between Employers and Workmen" do not, as in Section 3 of the Act of 1875, follow so as to qualify the term "Trade Disputes." The object of this omission is that the proposed enactment may apply to Strikes against Employers promoted by Workmen not in their service, and to secondary Strikes. With this object I entirely sympathize, though whether the omission suggested is the best

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<sup>1</sup> *Bulcock v. St. Anne's Master Builders' Federation.*

way of effecting it may be doubtful. Whatever course is taken with the proposed enactment should be followed with Section 3 of the Act of 1875.

**Note by Mr. Arthur Cohen, Concurred in by Mr. Sidney Webb, to Sir Godfrey Lushington's Report.**

I entirely agree with the account given by Sir Godfrey Lushington of the history of the law of conspiracy. In my opinion it is consistent with all the statements contained in the Majority Report, and indeed goes very strongly to confirm the recommendations therein contained. It was the vagueness and uncertainty of the law of conspiracy which gave rise to the legislation of 1875, and the full account given by Sir Godfrey Lushington of the more recent dicta, judgments and decisions show in a most striking manner that the law of criminal conspiracy is at the present moment even more vague and uncertain than it was in 1875.

It is to be observed that the Act of 1875 leaves the law as to sedition, offences against the Sovereign and the State, unlawful assemblies, riots and breaches of the peace wholly untouched, and further, that according to our recommendation any person who, with a view to coerce another, acts in such a manner as to cause reasonable apprehension in the mind of another person that violence will be used against him, his wife or family, or that injury will be done to his property, will be guilty of a criminal offence, and that therefore persons who conspire to do such acts will be guilty of criminal conspiracy. If any further provisions be required to check the evils resulting from oppressive combinations, whether of agitators, workmen, capitalists, or employers, an adequate and proper remedy cannot, in my opinion, be found in recent data or decisions which leave it wholly undetermined what constitutes an oppressive combination or a reasonable justification; it can be obtained only by legislative provisions carefully framed for that purpose.

**Minority Report.**

I have the misfortune to dissent from the Recommendations which my colleagues have made in the Majority Report, and I therefore ask leave to make the following Report:



1. Owing to the dissatisfaction on the part of the Trade Unions of workmen with the law as at present declared, we were appointed to inquire into the subject of Trade Disputes and Trade Combinations, and as to the law affecting them.

2. The Trade Unions of workmen unanimously refused to give evidence before us as to the causes of their dissatisfaction with the existing law.

The representatives of the employers on the other hand gave evidence which supported the law as at present declared, though in many instances they considered that the law as to "picketing" required strengthening for the better protection of the workmen and their families.

3. The Royal Commission to inquire into the working of the Master and Servant Act, 1867, and the Criminal Law Amendment Act, 1871, found itself in a similarly unfortunate position. The Commission, however, took the evidence from the employers which was readily given, although the representatives of the employed, then as now, refused to come forward to state their grievances.

The following extract from their Report issued in 1875 is instructive:—

Considering that the discussion on the merits of the Master and Servant Act had been mainly brought about by the objections made against it by the representatives of the working men, and their complaints as to its operation, we deemed it highly desirable to have any facts brought to our attention on which such objections and complaints might be founded. We addressed ourselves to the secretary of the London Trade Union Congress Parliamentary Committee as representing the interests of the employed, as also to certain associations of employers of labor who had volunteered to give evidence of the working of the Act, inviting them to furnish us with evidence in relation to the Act, and to any complaints they were prepared to advance either to its principle or its administration.

In reply to such application, very full information as to the working of the Act and as to the necessity for it has been afforded to us by many of the employers to whom we addressed ourselves; but we regret to say that, in consequence of the decided opposition to the inquiry made by the representatives of the employed, with some few exceptions, we have been unable to obtain the same or similar information from the employed or their representatives. The secretary of the London Trade Union Congress Parliamentary Committee, which represents a very great number of the employed, in reply to the application

addressed to him requesting him either himself to give, or to assist us to obtain, evidence of the working of the Act, declined to assist the Commission in its labors in any way, and only forwarded to us a copy of a resolution passed by that Committee to the same effect.

4. By the terms of our reference, our inquiry was not only into the law affecting trade disputes, etc., but also into the subject.

5. My colleagues, who all have the advantage of being lawyers, have dealt most ably with the law affecting trade disputes. Most of our witnesses, however, have dealt with the subject and conditions of trade disputes and only incidentally with the law affecting them, and this evidence has appealed very strongly to me, confirmed as it is by my own many years' personal experience of trade disputes.<sup>1</sup>

6. It is with deep regret that I find from the Majority Report and the Recommendations therein that the evidence of our witnesses has not been so conclusive to my colleagues who sign that Report as it appeared to me. I am glad to note that Sir Godfrey Lushington in his Report agrees with me to the extent of dissenting from five out of the nine Recommendations of the Majority Report. Most of the Recommendations seem to me to be directly contrary to the evidence, and under these circumstances I have no alternative but to prepare a separate Report, giving my assent where possible, and the reasons of my dissent where I feel compelled to disagree.

7. I agree with the following Articles of the Majority Report, viz., 1 to 35 (inclusive); 39 to 47 (inclusive); the first part of 48 (to the end of line 20) which deals with the objections to Mr. Whittaker's Bill and with the evidence as to "picketing;" and with 49 to 57 (inclusive).

8. I dissent most strongly, for the reasons stated in dealing with the specific Recommendations of the Majority Report, from

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<sup>1</sup> This personal experience, I may say, commenced with a practical engineering apprenticeship as a working apprentice, then as an assistant engineer for nine years, and then as manager of collieries and engineering works, and for about thirty years as a large employer of labor, in addition to being general manager of railways, docks, collieries, estates, and manufacturing works, and during twenty-five years of that time as Chairman of Associations which controlled the wages and arrangements of about 100,000 workmen, during which time I have personally had to deal with a large number of disputes, strikes and lock-outs in various trades.

the following Articles in the Majority Report, viz., 36 and 38; the latter part of 48; and 60 to 65 inclusive.

10. I now proceed to deal with the specific Recommendations of the Majority Report contained in Article 66.

*Recommendation I. of the Majority Report.*

(1) "*That an Act should be passed to declare Trade Unions legal associations.*"

The Trade Unions Act of 1871 enacted that the purposes of any Trade Union should not by reason merely that they were in restraint of trade be unlawful.

The object of the Acts of 1871 and 1876 was to legalize combinations for trade purposes and acts done in furtherance of trade disputes. If the purposes of a Trade Union are lawful under these Acts, then, as I understand, the Trade Unions are lawful. Lord Justice Smith in *Lyons v. Wilkins* (1. Ch. 1896) at p. 833, states "There is no doubt that a Trade Union now, as long as it carries on its affairs up to a certain point, is as legal as any other community or combination in the Kingdom."

A "Trade Union" as defined by these Acts includes a combination of employers equally with a combination of employed.

There is no demand on the part of employers, as far as I am aware, for any Act to declare these combinations legal associations; there certainly was no evidence given before us calling for it; no case, in my opinion, has been made out for this enactment. I cannot assent to this recommendation, and I am glad to note that Sir Godfrey Lushington also dissents from it.

*Recommendation II. of the Majority Report.*

(2) "*That an Act should be passed to declare strikes from whatever motive or for whatever purposes (including sympathetic or secondary strikes), apart from crime or breach of contract, legal, and to make the Act of 1875 to extend to sympathetic or secondary strikes.*"

The right to strike, i.e., a simultaneous refusal by workmen to sell their labor, was evidently conceded by Lord Lindley in his judgment in *Quinn v. Leatham*, where he says:—

Intentional damage which arises from the mere exercise of the rights of many is not, I apprehend, actionable by law as now settled.

Mr. Askwith in his evidence, which is recommended by the Majority Report (Par. 10) to the perusal of all who wish a clear and exhaustive summary of the case law, definitely stated that workmen had the right to strike which was *per se* legal, *i.e.*, that they might combine to leave work without breaking contracts.

None of the witnesses who came before us suggested that workmen should be deprived of this right, the legality of which they fully admitted. I agree that workmen now enjoy the right to strike, but I object most strongly to the Recommendation that strikes from whatever motive or for whatever purpose should be definitely legalized by Act of Parliament. A particular set of circumstances may take a strike out of the category of lawful acts into the category of unlawful acts. The manner and way in which an act is committed might make what would otherwise be a perfectly lawful act an engine of cruel oppression, and one against which the law should provide a remedy. I think it should be left to the Courts to decide, as at present, in each particular case the legality or otherwise of the conduct of the strikes.

I agree with Mr. Webb's comments in his Memorandum, as to the effects of a strike which

Necessarily involves so much dislocation of industry; so much individual suffering; so much injury to third parties; and so much national loss.

The tendency of an Act, as recommended, would be to facilitate strikes, which would be a very grave responsibility for Parliament to assume. Many of our witnesses have been in favor of absolutely prohibiting strikes against non-Unionists, and I should strongly support such legislation, if such should be found practicable. In any case, I am most strongly opposed to any amendment of the law relating to Trade Unions which would increase the facilities already existing for interfering with the liberty of any workman. The position of non-Union men is one of great difficulty owing to the injustice with which they have to contend. Not only is their liberty to work during a strike interfered with, but attempts have been made to prevent non-Union men obtaining employment even when no dispute



exists, and there are many instances in which they have been prevented from obtaining house accommodation and the necessities of life, in order to compel them to join a Union. In some trades an employer is not at liberty, on pain of losing his Union men, to employ non-Union men at all, even as foremen. The workmen have the right to work or not as they please, they have unquestionably the right to belong to a Trade Union or not as they please, and their right to earn their living should not be in any way dependent on their attachment to a society. Although the proportion of Unionists to non-Unionists is only one to ten, the minority, by means of their combinations and the manner in which they conduct themselves towards non-Unionists, are able to, and do in fact, exercise a cruel tyranny over the unorganized non-Unionists. The evidence we have had, and which the Trade Unionists have not come forward to deny, is overwhelming on this point.

As regards the Recommendation that secondary strikes should be legalized by Act of Parliament, the Majority Report (Par. 62) states that:

The majority of the employers examined by us . . . agreed that there was no valid reason for drawing a distinction between secondary and other strikes.

I think that a statement to the following effect would more accurately represent the facts:—

The majority of the employers not being lawyers failed to grasp the niceties of legal points on which they were cross-examined:—

as it is an undeniable fact that the witnesses examined by us were unanimous in desiring that the decisions in *Lyons v. Wilkins* and *Quinn v. Leathem* should be maintained. It is also a fact that Mr. Askwith, whose evidence is specially commended in the Majority Report (Par. 10), stated that

If the holding of the Lord Justices (in *Lyons v. Wilkins*) is correct with regard to *Schoenthal*, certainly secondary strikes are illegal, it seems.

Mr. Askwith also stated:—

The tendency of recent cases is to show that a combination to prevent others from working or to induce them to strike is *prima facie* illegal

and accordingly requires justification. Failing such justification a Trade Union, whose officials take action of the character I have mentioned, would be liable to be restrained by injunction and mulcted in damages.

Mr. Askwith also quoted the following words of Lord Justice Kay in *Lyons v. Wilkins*:—

Still more clearly is it illegal to induce a man or to prevent a man in the position of Schoenthal from working for the plaintiff by calling out the workmen of that man, and inducing them not to work for him, that being done for the purpose of putting pressure both upon Schoenthal and upon Messrs. Lyons, by preventing Schoenthal from working for Messrs. Lyons. I cannot read Section 7 without seeing distinctly that those things are not permissible by this Act of Parliament, and no Act of Parliament can be referred to which makes them lawful.

It appears to me to be clear from Mr. Askwith's evidence and the quotations he gave from the judgment in *Lyons v. Wilkins*, that secondary strikes are illegal. It is equally clear that the evidence of our witnesses was unanimous in favor of maintaining the decision in *Lyons v. Wilkins*.

I therefore consider that the Recommendation to legalize "secondary strikes" by Act of Parliament is in direct opposition to all the evidence, and I most strongly dissent from it.

### *Recommendation III. of Majority Report.*

(3) "*That an act should be passed to declare that to persuade to strike, i.e., to desist from working, apart from procuring breach of contract, is not illegal.*"

The Recommendation to definitely legalize persuasion to strike by Act of Parliament appears to me a most dangerous and insidious proposal. Lord Lindley, then Master of the Rolls, in his judgment in *Lyons v. Wilkins* expressly stated that:—

Persons may be peaceably persuaded provided that the method employed to persuade is not a nuisance to other people.

The law, as at present, was clearly declared by the then Attorney-General (Sir R. Finlay) in the House of Commons (*Hansard*, May 14th, 1902), who in effect said:—

Peaceable persuasion by itself never imposes any liability, civil or criminal; if peaceable persuasion is accompanied by acts which con-

stitute a nuisance at common law, the immunity does not extend to it. In the cases which have arisen the question has not been peaceable persuasion by itself but peaceable persuasion coupled with what is known as watching and besetting the house of the person to be affected by it.

The Majority Report itself, at Article 46, states:

It is sometimes represented that workmen are thus punished for merely peacefully persuading. But this is not so. No workman has ever been punished under this Act for merely peacefully persuading.

Workmen at present enjoy the right to strike; workmen at present, also, are under no liability civil or criminal for merely peaceably persuading workmen to strike, but they are prevented from causing a "nuisance" to others by means of their efforts to peaceably persuade, and they are also prevented from combining to foster a strike amongst workmen who do not wish to strike, and eventually inducing them to strike by preventing them by "persuasion" from going on working as they desire.

The law as to striking is clearly laid down in the following passages from the judgments of the Lord Justices in the Court of Appeal in *Lyons v. Wilkins* (1. Ch. 1896, 811).

Lord Lindley remarked at page 822:

Persons can not only decline individually to work for a master except upon terms which the workmen desire to obtain, but they can combine to do that. They can combine to leave him; they can strike unless he will raise the wages up to what they desire, and trade unions which assist them in withdrawing their own labor and declining to work, and which assist them in supporting themselves during the strike, can legally do so. Then arises a difficulty, which is as well known to those who conduct Trade Unions as it is to the masters, and to all persons who have experience in these disputes, and it may be put thus: "If that is all that we can do, we may be defeated by the masters making arrangements with other people who may be willing to work for them, either by taking the work home, or by working for less wages than we think is right, and unless we can stop that our strike may be ineffective."

Then comes the struggle.

Now, Parliament has not yet conferred upon Trade Unions the power to coerce people, and to prevent them from working for whomsoever they like upon any terms that they like; and yet in the absence of such a power it is obvious that a strike may not be effective, and may not answer its purpose. Some strikes are perfectly effective by virtue of

the mere strike, and other strikes are not effective unless the next step can be taken, and unless other people can be prevented from taking the place of the strikers. That is the pinch of the case in trade disputes; and until Parliament confers on trade unions the power of saying to other people, "You shall not work for those who are desirous of employing you upon such terms as you and they may mutually agree upon," Trade Unions exceed their power when they try to compel people not to work except on the terms fixed by the Unions. I need hardly say that up to the present moment no such power as that exists. By the law of this country no one has ever, and no set of people have ever, had that right or that power. If Parliament chooses to confer it on trade unions it will do so as and when it thinks proper, and subject to such limitations as it thinks proper; but it is idle to pretend not to see that this struggle exists. Trade Unions have now been recognized up to a certain point as organs for good. They are the only means by which workmen can protect themselves from tyranny on the part of those who employ them; but the moment that Trade Unions become tyrants in their turn, they are engines for evil; they have no right to prevent any man from working upon such terms as he chooses.

Lord Justice Kay remarked at page 829:

At present the Legislature has simply legalized strikes, and a strike is an agreement between persons who are working for a particular employer not to continue working for him. Also, I take it that under the terms of the section which I have read it is not illegal for a Trade Union to promote that strike. But further than that the law has not gone.

Lord Justice Kay remarked at page 830:

Still more clearly is it illegal to induce a man or to prevent a man in the position of Schoenthal from working for the plaintiff by calling out the workmen of that man, and inducing them not to work for him, that being done for the purpose of putting pressure both upon Schoenthal and upon Messrs. Lyons by preventing Schoenthal from working for Messrs. Lyons. I cannot read s. 7 without seeing distinctly that those things are not permissible by this Act of Parliament, and no Act of Parliament can be referred to which makes them lawful.

Lord Justice Smith, at page 834:

What the union did was not done in furtherance of a trade dispute between Schoenthal and his men; but what they did was to call out Mr. Schoenthal's men in order to prevent him from working for Messrs. Lyons, and thus to compel Mr. Schoenthal, who was willing to work



for Messrs. Lyons, not to work for them, by depriving him of the men wherewith to work for Messrs. Lyons, and by this means to injure Messrs. Lyons in their trade if they did not obey the edicts of the union. In my judgment that is inadmissible under the Acts of Parliament which I have mentioned and was illegal.

It is clear from the above quotations that the recommendation that persuasion to strike should be definitely granted by Act of Parliament is evidently not required in order to allow workmen to merely peaceably persuade others to strike, for that is allowed at present.

It should be considered in conjunction with the 8th Recommendation of the Majority Report, which proposes that an Act should be passed to abolish the offence of watching and besetting a man's house with a view to compel him not to do, or to do, that which it is lawful for him not to do or to do.

At present under the decision in *Lyons v. Wilkins* this is not only an offence within Section 7, Sub-Section 4 of the Conspiracy Act which Recommendation 8 of the Majority Report would cause to be repealed, but it may also be a nuisance at common law for which an action would lie; for such conduct seriously interferes with the ordinary comfort of human existence, and the ordinary enjoyment of the house beset and for which proof that the nuisance was caused by an attempt "peaceably to persuade other people" is no defence.

Recommendation 8 of the Majority Report would deprive the party, whose house was watched and beset, of his statutory remedy under the Conspiracy Act, 1875, and Recommendation 3 of the Majority Report would authorize the committal of a nuisance, and deprive the injured party of his common law remedy. The man whose house was watched and beset would thus be deprived of every legal remedy, and as far as legal protection was concerned would become practically an outlaw. Even the Bills promoted in Parliament on behalf of Trade Unions of workmen never suggested that anything more than what was called "peacefully persuading" should be an excuse for watching and besetting; whereas the Recommendations 3 and 8 of the Majority Report would not only legalize watching and besetting altogether, but would definitely legalize persuasion without the qualification "Peaceful."

The reasons against these Recommendations are, I should have hoped, sufficiently obvious; but not the least stringent of them will be found in Paragraph 48 of the Majority Report itself.

The evidence as to what has been done under the guise of "peaceful persuasion," even under the existing limitations of the Conspiracy Act, has been overwhelming. I am by no means convinced that the substitution recommended by the Majority Report for those existing limitations would afford anything like equal protection to that given at present, when it is coupled with the definite legalization of "persuasion," in place of the existing prohibition even of peaceful persuasion as an excuse for watching and besetting; I feel I cannot over-estimate the magnitude of the injury that would be inflicted not only on employers, not only on trade, but more than all on non-Unionist workmen, who, though they are ten times as numerous as the Unionists, are still, as the evidence has shown, not only themselves but also their families, too often at the mercy of the organized minority, and would, if these Recommendations were carried out, be subjected to practically unrestricted coercion.

The evidence of our witnesses was unanimous in recommending that the decision in *Lyons v. Wilkins* be maintained; these Recommendations would in effect over-rule it. There is nothing, therefore, in the evidence to justify these Recommendations, and neither on the ground of expediency nor of the public welfare can I conceive any justification for their being carried out.

#### *Recommendation IV. of the Majority Report.*

(4) "*That an Act should be passed to declare that an individual shall not be liable for doing any act not in itself an actionable tort only on the ground that it is an interference with another person's trade, business, or employment.*"

The Majority Report (Article 64) alleges as a justification for Recommendation 4 that *Allen v. Flood* decided practically to that effect, but that as there have been several dicta throwing doubt on this point, the Majority Report makes this Recommendation.

The House of Lords decided the case of *Allen v. Flood* in 1898, and the case of *Quinn v. Leatham*, in which the alleged

contradictory dicta occurred, in 1901. It may be remarked in passing that the House of Lords decided both cases, and that the House of Lords cannot overrule itself, and that if there is really a conflict, it could only be decided in favor of one or the other decision by legislation. But, is there a conflict? That appears to me to be the point, and, not being a lawyer, I turn for information to the judgments of the House of Lords in *Quinn v. Leatham*, only to find that the decision in *Allen v. Flood* was carefully considered by the Lords who decided the case of *Quinn v. Leatham*, and that in their minds there did not appear to be that confusion which the Majority Report appears to suggest.

The Lord Chancellor in his judgment in *Quinn v. Leatham*, [1901] A. C. 506, makes this statement:

Before discussing the case of *Allen v. Flood* and what was decided therein, there are two observations of a general character which I wish to make, and one is to repeat what I have very often said before, that every judgment must be read as applicable to the particular facts proved, or assumed to be proved, since the generality of the expressions which may be found there are not intended to be expositions of the whole law, but governed and qualified by the particular facts of the case in which such expressions are to be found. The other is that a case is only an authority for what it actually decides. I entirely deny that it can be quoted for a proposition that may seem to follow logically from it. Such a mode of reasoning assumes that the law is necessarily a logical code, whereas every lawyer must acknowledge that the law is not always logical at all. My Lords, I think the application of these two propositions renders the decision of this case perfectly plain, notwithstanding the decision of the case of *Allen v. Flood*.

The Lord Chancellor goes on to say (at p. 507):

This case is distinguished in its facts from those which are essentially important facts in *Allen v. Flood*.

Lord Macnaghten in his judgment remarks (at p. 508):

I cannot help thinking that *Allen v. Flood* has very little to do with the question now under consideration.

Lord Shand in his judgment remarks (at p. 515):

Their acts (*i.e.*, the defendants') were wrongful and malicious in the sense found by the jury — that is to say they acted by conspiracy, not

for any purpose of advancing their own interests as workmen, but for the sole purpose of injuring the plaintiff in his trade. I am of opinion that the law prohibits such acts as unjustifiable and illegal: that by so acting the defendants were guilty of a clear violation of the rights of the plaintiff, with the result of causing serious injury to him and that the case of *Allen v. Flood*, as a case of legitimate competition in the labor market, is essentially different and gives no ground for the defendants' arguments.

Lord Brampton in his judgment remarks (at p. 523):

Rightly understood I think the judgment in *Allen v. Flood* is harmless to the present case. But I need hardly say that in order properly to understand and appreciate it, it is essential to ascertain what were the material facts assumed to exist by their Lordships who assented to that judgment, and what were the principles of law applied by them to those facts. . . . In this case the alleged cause of action is very different from that in *Allen v. Flood*.

Lord Lindley in his judgment remarks (at pp. 536, 537):

The facts of the case are entirely different from those which the House had to consider in *Allen v. Flood*. Every element necessary to give a cause of action on ordinary principles of law is present in this case. . . . "*Allen v. Flood*" is far from covering this case and can only be made to cover it by greatly extending its operation.

The above quotations from the judgments of the Lords who decided the case of *Quinn v. Leatham* appear to me to dispose of the contention in Article 64 of the Majority Report that the previous decision in *Allen v. Flood* makes it desirable to pass legislation which would in effect destroy the decision in *Quinn v. Leatham* on the ground of an alleged conflict between the two decisions whereas, in point of fact, the conflict, in the minds of those who decided the case, did not exist.

Persuading workmen to strike who without persuasion would not have struck, threatening an employer to call out his Unionist workmen unless the non-Unionist workmen are discharged, threatening the employer's customer to call out the Unionist workmen of the customer unless the employer discharges his non-Unionist workmen, such acts are not an exercise of the right to strike, but are acts of interference directed against the employer or his customer, and therefore are *prima*



*facie* unlawful, and in the absence of justification absolutely unlawful. Lord Lindley in *Quinn v. Leathem* describes such acts as a dictation to the employer and his customers and servants of what they are to do, a violation by the workmen of their duty to the employer, his customers, and servants, which is to leave them in the undisturbed enjoyment of their liberty of action.

Lord Brampton, too, in his judgment, quoted with approval the following sentence of Sir W. Erle:—

Every person has a right under the law, as between himself and his fellow subjects, to full freedom in disposing of his own labor or his own capital according to his will. It follows that every other person is subject to the correlative duty arising therefrom, and is prohibited from any obstruction to the fullest exercise of this right which can be made compatible with the exercise of similar rights by others.

I most strongly object to this Recommendation 4. It is directly in conflict with the evidence, which was unanimous in favor of maintaining the decision in *Quinn v. Leathem* intact. Neither on the evidence given before us nor on any general ground of policy does there appear to me to be any justification for legislation to legalize interference with another's trade, business, or employment, which the law at present, as laid down by Lord Lindley and Lord Brampton in *Quinn v. Leathem*, clearly prohibits.

*Recommendation V. of the Majority Report.*

(5) “*That an Act should be passed to provide for the facultative separation of the proper benefit funds of Trade Unions, such separation, if effected, to carry immunity from these funds being taken in execution.*”

I am aware that a large number of witnesses who came before us had no objection to this step, but the Trade Unions of workmen have always been opposed to the separation suggested. I do not think the facilities, if granted, would be availed of, and even if carried out I do not think these funds should be immune.

It is not easy to see why, as a matter of justice, the claims of members to provisions made by themselves and for them-

selves against old age, sickness, etc., should be deemed superior to the claim of outsiders to reparation for the wrongs which those members, as represented by their Unions, have committed against them.

I am glad to say Sir Godfrey Lushington's view coincides with mine on this point, and I cordially agree with the arguments used by him in his Report in opposition to this Recommendation.

*Recommendation VI. of the Majority Report.*

(6) "*That an Act should be passed to provide means whereby the central authorities of a Union may protect themselves against the unauthorized and immediately disavowed acts of branch agents.*"

A Trade Union is not liable unless the plaintiff can prove that a legal wrong has been done to him, that the wrongdoer was an agent of the Trade Union, and that in doing wrong he acted within the scope of his employment. The general law of agency applies to Trade Unions in the same manner as it applies to everybody else. Just as any other employer is liable for the acts of his servants, so those who constitute Trade Unions and employ officials are liable for the acts of those officials within the scope of their authority or duty. If the law of agency is to be altered, it must be altered so as to apply generally, but it would be outside the scope of our reference to have inquired into this subject, and we have had no evidence as to the advisability or otherwise of this course.

I desire to associate myself with the arguments used by Sir Godfrey Lushington in his Report in opposition to this Recommendation.

*Recommendation VII. of the Majority Report.*

(7) "*That an Act should be passed to provide that facultative powers be given to Trade Unions, either (a) to become incorporated subject to proper conditions, or (b) to exclude the operation of Section 4 of the Trade Union Act, 1871, or of some one or more of its Sub-sections, so as to allow Trade Unions to enter into enforceable agreements with other persons and with their own members.*"

Proposals for voluntary incorporation were made by the majority of the Commissioners both of the Royal Commission on Trade Unions of 1867 and the Royal Commission on Labor, 1894, but in both instances there were minority Reports signed by the representatives of Trade Unions of workmen dissenting from these proposals. It is quite true that several of our witnesses representing various interests as employers have stated they see no objection to this course, but we have not had the advantage of hearing the views of the Trade Unions of the employed on the point. On the other hand, most of our witnesses have expressed no opinion on this particular point, whereas there has been a unanimous opinion expressed by our witnesses as to leaving the liability of Trade Unions to rest on the decision of the House of Lords in the Taff Vale case.

Under these circumstances I cannot concur in the recommendation of voluntary incorporation " *subject to proper conditions* " being made possible by Act of Parliament. The advisability, or otherwise, of this course would largely depend on the views taken as to what were " proper conditions " as to which the recommendation is discreetly silent.

My personal experience of industrial conditions has proved that satisfactory and binding agreements can be made between employers and workmen, as individuals, without the intervention of a Trade Union. I am anxious that workmen should be as free as at present to conclude such arrangements directly, without Trade Union intervention, but, as several of our witnesses have pointed out the advisability of making agreements entered into between Trade Unions of workmen and Trade Unions of employers legally enforceable, which at the present time they are not, owing to Sub-section 4 of Section 4 of the Trade Union Act of 1871, I agree, therefore, that this Sub-section should be repealed. I cannot assent to the Recommendation that " Section 4 of the Act of 1871, or some one or more of its Sub-sections," should likewise be repealed on the ground that this repeal is necessary to allow Trade Unions to enter into enforceable agreements with their own members. The sub-sections alluded to in this Recommendation, although vaguely referred to as " one or more," are no doubt Sub-sections 1, 2, and 5. The witnesses who have been before us as representing Trade Unions of em-

ployers have not advised this repeal as necessary, and we have not had the advantage of hearing the views of witnesses on this point on behalf of the Trade Unions of workmen.

It appears to me that this repeal would enable the Trade Unions to bring actions and obtain injunctions against individual members while leaving the individual members still unable through the operation of Sub-section 3 (a) of Section 4 to bring an action against the Trade Union of which they were members for refusing to apply for their benefit the benefit funds to which they had contributed. The repeal of this Sub-section 3 (a) of the 4th section of the Trade Union Act of 1871 would relieve many members of Trade Unions from hardships to which they are at present exposed through its existence, as set forth in the evidence given before us, and I therefore recommend that this should also be repealed in addition to the repeal of Sub-section 4 of the 4th section of the Trade Union Act of 1871.

I again have the pleasure of associating myself with the arguments advanced by Sir Godfrey Lushington in his Report, against this Recommendation (7) of the Majority Report, though I am willing, as stated above, to assent to the repeal of Sub-section 4 of Section 4 of the Trade Union Act, 1871, which would be in accordance with the suggestions advanced by several of our witnesses.

#### *Recommendation VIII. of the Majority Report.*

(8) “*That an Act should be passed to alter the 7th Section of the Conspiracy and Protection of Property Act, 1875, by repealing Sub-section 4 and the proviso, and in lieu thereof enacting as a new Sub-section (which would also supersede Sub-section 1): Acts in such a manner as to cause a reasonable apprehension in the mind of any person that violence will be used to him or his family, or damage be done to his property.*”

The Conspiracy and Protection of Property Act, so far as it would be repealed in consequence of Recommendation (8) of the Majority Report is as follows:

Section VII. Every person who, with a view to compel any other person to abstain from doing or to do any act which such other person



has a legal right to do or abstain from doing wrongfully and without legal authority,—

1. Uses violence to or intimidates such other person or his wife or children, or injures his property; . . .

4. Watches or besets the house or other place where such other person resides, or works, or carries on business or happens to be, or the approach to such house or place;

shall on conviction thereof by a court of summary jurisdiction, or on indictment as hereinafter mentioned be liable either to pay a penalty not exceeding twenty pounds, or to be imprisoned for a term not exceeding three months, with or without hard labor.

Attending at or near the house or place where a person resides, or works, or carries on business, or happens to be, or the approach to such house or place, in order merely to obtain or communicate information, shall not be deemed a watching or besetting within the meaning of this section.

“Watching and besetting” is at present a criminal offence. If this Recommendation (8) were acted upon it would no longer be so.

The decision in *Lyons v. Wilkins* merely comes to this, that if you wrongfully and without legal authority watch or beset the house, etc., of another *with a view to compel him* to abstain from doing or to do any act which he has a little right to do or abstain from doing, the mere fact that you were according to your contention engaged in “peaceful persuasion” is not a good defence. You are allowed so to attend if your object is merely to obtain or communicate information under the statute, but the Court refused to extend the words of the statute to “peaceful persuasion.”

With regard to the decision of the Court of Appeal in *Lyons v. Wilkins*, it should be remembered that though the Trade Union Congress of 1901 were advised by their counsel to get a decision of the highest tribunal on the question of “picketing,” and though the Parliamentary Committee of that Congress apparently so decided, no steps have been taken by them to get the decision of the Court, of which they have complained so much, over-ruled by the House of Lords.

I am in entire agreement with the arguments advanced by Sir Godfrey Lushington in opposition to this Recommendation (8) of the Majority Report, and the conclusion which he comes

to coincides with my own Recommendation. Sir Godfrey Lushington sums up the position in the following words:

I am of opinion that picketing is an abuse for which a remedy is urgently required, and that the personal freedom of workmen needs not less protection than hitherto, but more. I, therefore, recommend that the existing prohibition of watching and besetting be retained and that the proviso permitting it for the sole purpose of giving and receiving information be repealed.

I beg to refer to the following extract from Article 48 of the Majority Report *re* Picketing, with which I, also, cordially agree:—

*“The evidence on this matter laid before us is on this point really overwhelming, and is evidence which the Trade Unions have made no attempt to contradict. What it comes to is this, that watching and besetting for the purpose of peaceably persuading is really a contradiction in terms. The truth is that picketing, when it consists of watching or besetting the house, etc., however conducted,—and it is to be observed that the statute places no limit to the number of persons attending for the purpose only of obtaining or communicating information, or to the length of time during which such attendance may be maintained,—is always and of necessity in the nature of an annoyance to the person picketed. As such, it must savor of compulsion, and it cannot be doubted that it is because it is found to compel that Trade Unions systematically resort to it.”*

I am at a loss to understand how my colleagues, who, in the Majority Report which they have signed, have given their opinion as to what “watching and besetting” is in practice, could have brought themselves to make a Recommendation which removes “watching and besetting” from the list of criminal offences, and *ipso facto* legalizes it.

We have had before us witnesses representing every leading trade and industry in the United Kingdom and they are unanimous in saying that in practice such a thing as “peaceful persuasion”<sup>\*</sup> is unknown.

Some of them have suggested that *prima facie* there would be no objection to allowing attendance for obtaining or communicating information, as at present, if the law was amended

so that the attendance was limited to two or three persons so attending, but the large majority of the witnesses have expressed the view that there is no difference in practice between the so-called "obtaining or communicating information" and the so-called "peaceful persuasion." Our witnesses are unanimous in recommending that the law should not be amended so as to allow what has taken place before under the guise of "peaceful persuasion" prior to the decision in "*Lyons v. Wilkins*," and which would take place again if that decision were over-ruled by statute. Some of the witnesses have expressed themselves satisfied with the law as at present declared; others have desired to see further protection given by limiting the number allowed to attend for "obtaining or communicating information." None of them have advocated "peaceful persuasion," so-called, being allowed by law. The possibility of "watching and besetting" being legalized, without any qualification whatever, was never suggested to the witnesses when giving their evidence. Such a possibility has never been suggested in any of the Bills promoted in Parliament on behalf of the Trade Unions of workmen. The representatives of the Trade Unions of workmen have made no such drastic proposal; it has been reserved for those who have signed the Majority Report to do so, and this, too, in the face of the evidence given before us, and, as it appears to me, in direct conflict with the views expressed by them in Article 48 of their Report.

The object, no doubt, of this Recommendation (8) in the Majority Report is to do away with the sense of grievance or bad faith as to this question of "peaceful persuasion" due to the statement on behalf of the Government of 1875 that words to allow peaceful persuasion were unnecessary, as they were implied by the terms of the Bill, which allowed "obtaining or communicating information." (See Majority Report, Article 46.) Our evidence has shown that intimidation almost invariably results from picketing, whether it is carried on for "information" or "peaceful persuasion" purposes. The Trade Unions of workmen have had every opportunity of coming forward to deny this evidence; they have not done so. They have complained of the injustice of the decision in "*Lyons v. Wilkins*;" they have not appealed against it. The Government

of thirty years ago thought "peaceful persuasion" was included in "obtaining or communicating information." The Courts, applying their ordinary principle as to the construction of statutes,<sup>1</sup> have decided this is not so. The experience of thirty years since has shown that intimidation results from "picketing" under whatever name it is included.

Our witnesses are unanimous against any extension of "picketing" by allowing "peaceful persuasion;" some of them think that "obtaining or communicating information" might be left if the members so attending were limited to two or three, but the great majority think picketing should be abolished altogether, and to do this I recommend that the *proviso only* of Section 7 of the Conspiracy, etc., Act, 1875, be repealed so that wrongfully and without legal authority watching and besetting the house, etc., of another with a view to compel him to do or abstain from doing any act which he has a legal right to do or abstain from doing may no longer be lawful, and this is the proposal which Sir Godfrey Lushington, also, recommends in his Report.

I am satisfied that the law, as at present declared, with this amendment would ensure sufficient protection both to employers and employed.

I have carefully considered the question of substituting the new Sub-section recommended in Recommendation (8) of the Majority Report, viz.:

Acts in such a manner as to cause a reasonable apprehension in the mind of any person that violence will be used to him or his family, or damage be done to his property.

It appears to me that, in effect, it comes to much the same thing as Sub-section (1) of Section 7 of the Conspiracy and Protection of Property Act, 1875, which it proposes to repeal, which is as follows:—

Uses violence to or intimidates such other person or his wife or children, or injures his property.

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<sup>1</sup> See Maxwell on "Interpretation of Statutes," 3rd Edition, p. 38:

"It is unquestionably a rule that what may be called the Parliamentary history of an enactment is not admissible to explain its meaning. Its language can only be regarded as the language of the three estates of the Realm, and the meaning attached to it by its framers, or by individual members of one of those estates, cannot control the construction of it."



It appears to make a new criminal offence "causing a reasonable apprehension in the mind of any person" in place of an existing criminal offence of "intimidation." But the new subsection is not only to take the place of that just quoted (Sub-section 1), but is also in substitution for the existing provision making "watching and besetting" a man's house a criminal offence.

Even if the proposal were limited to the repeal only of Sub-section (1) I should not be prepared to accept it in substitution for the reasons stated hereafter. As a substitution for the "watching and besetting" provisions at present existing, it seems to me entirely inadequate. It might have been at least a more adequate attempt to provide a like protection to that existing already if the words "or acts in combination with others so as to create a nuisance" had been added. My colleagues who have signed the Majority Report, in the course of their argument in Article 48 in support of Recommendation (8), remark that:

It must be remembered that if picketing amounts to a nuisance, it can be restrained, by injunction, and that a Trade Union which authorizes the nuisance can be made liable to a civil action.

Mr. Askwith, however, in his evidence pointed out that one of the objects of the Legislature was to substitute a provision which could be enforced summarily in the place of legal proceedings which could only be enforced by an extremely difficult and expensive process, *i.e.*, by an action at law claiming an injunction and damages for any loss. Proceedings to abate a nuisance and an injunction would, in practice, be perfectly useless, because the strikers could put on separate men each time, which would mean that the injured party would have to bring, possibly, hundreds of actions in order to abate the nuisance. Even with the addition "or acts in combination with others so as to create a nuisance" I could not have accepted the new sub-section as a desirable substitution. I am not as acquainted with the law as my colleagues who have signed the Majority Report, but I do foresee, as a layman, that the Courts would be certain to be approached by one side or the other in order to obtain decisions as to the meaning and

interpretation of the words used in the new sub-section, whereas under the decision of the Court of Appeal in "*Lyons v. Wilkins*," the employers are satisfied both in law and practice, and the Trade Unions of workmen, by their failing to appeal against it, appear to be satisfied that it is good law, however much they object to it in practice.

If the result of the substituted sub-section is in law to weaken the protection against intimidation which at present exists for employers and employed I am against it; if on the other hand, I am wrong as to the legal effect, and the result in law is merely by another method to achieve an equal protection to that now afforded, I must still prefer the present declaration of the law which has been accepted by both sides, whereas the new enactment would lead to new litigation and consequent great expense.

*Recommendation IX. of the Majority Report.*

(9) "*That an Act should be passed to enact to the effect that an agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute shall not be the ground of a civil action, unless the agreement or combination is indictable as a conspiracy notwithstanding the terms of the Conspiracy and Protection of Property Act, 1875.*"

The House of Lords in *Quinn v. Leatham* 1901 A. C. 495 decided that the Conspiracy and Protection of Property Act, 1875, Section 3 (which exempted combinations in trade disputes from the law of criminal conspiracy), had nothing to do with civil remedies.

This Recommendation (9) of the Majority Report would do away with the decision in *Quinn v. Leatham*. The facts of the case will be found quoted in Article 56 of the Majority Report.

I would, in addition, quote a few passages from the judgments of the Law-lords who decided the case.

Lord Halsbury, Lord Chancellor, in his judgment (P. 585) remarks:—

The plaintiff has proved to the satisfaction of a Jury that the defendants have wrongfully and maliciously induced customers and servants to cease to deal with the plaintiff, that the defendants did this

in pursuance of a conspiracy framed among them, that in pursuance of the same conspiracy they induced servants of the plaintiff not to continue in the plaintiff's employment, and that all that was done with malice in order to injure the plaintiff, and that it did injure the plaintiff. If upon these facts so found the plaintiff could have no remedy against those who injured him, it could hardly be said that our jurisprudence was that of a civilized community.

Lord Macnaghten (at P. 511) remarks:—

A man may resist without much difficulty the wrongful act of an individual . . . but it is a very different thing when one man has to defend himself against many combined to do him wrong.

Lord Shand (at P. 515) remarks:—

They acted by conspiracy, not for any purpose of advancing their interests as workmen, but for the sole purpose of injuring the plaintiff and his trade. I am of opinion that the law prohibits such acts as unjustifiable and illegal; that by so acting the defendants were guilty of a clear violation of the rights of the plaintiff, with the result of causing serious injury to him.

Lord Brampton (at P. 530) remarks:—

Much consideration of the matter has led me to be convinced that a number of actions and things not in themselves actionable or unlawful, if done separately without conspiracy may, with conspiracy, become dangerous and alarming, just as a grain of gunpowder is harmless but a pound may be highly destructive, or the administration of one grain of a particular drug may be most beneficial as a medicine but administered frequently and in larger quantities with a view to harm may be fatal as a poison.

Lord Lindley (at P. 537, 538, 541, 542) remarks:—

It was contended at the bar that if what was done in the case had been done by one person only, his conduct would not have been actionable, and that the fact that what was done was effected by many acting in concert makes no difference. My Lords, one man without others behind him who would obey his orders could not have done what these defendants did. . . .

My Lords, it is said that the conduct which is not actionable on the part of one person cannot be actionable if it is that of several acting in concert. This may be so where many do no more than one is sup-

posed to do. But numbers may annoy and coerce where one may not. Annoyance and coercion by many may be so intolerable as to become actionable, and produce a result which one alone could not produce.

But there are many ways short of violence, or the threat of it, of compelling persons to act in a way which they do not like. . . . Is a combination to annoy a person's customers, so as to compel them to leave him unless he obeys the combination, permitted by the Act or not? It is not forbidden by Section 7; is it permitted by Section 3? I cannot think that it is. . . . It must be conceded that if what the defendants here did had been done by one person it would not have been punishable as a crime.

An illegal agreement, whether carried out or not, is the essential element in a criminal case: the damage done by several persons acting in concert, and not the criminal conspiracy, is the important element in the action for damages.

In my opinion, it is quite clear that Section 3 has no application to civil actions: it is confined entirely to criminal proceedings. Nor can I agree with those who say that the civil liability depends on the criminality, and that if such conduct as is complained of has ceased to be criminal it has, therefore, ceased to be actionable. On this point I will content myself by saying that I agree with Andrews, J., and those who concurred with him. It does not follow, and it is not true, that annoyances which are not indictable are not actionable. The law relating to nuisances, to say nothing of the law relating to combinations, shows that many annoyances are actionable which are not indictable, and the principles of justice on which this is held to be so appear to me to apply to such cases as these.

My Lords, I will detain your Lordships no longer. *Allen v. Flood* (2) is in many respects a very valuable decision, but it may be easily misunderstood and carried too far.

Your Lordships are asked to extend it and to destroy that individual liberty which our laws so anxiously guard. The appellant seeks by means of *Allen v. Flood* (2), and by logical reasoning based upon some passages in the judgments given by the noble Lords who decided it, to drive your Lordships to hold that boycotting by trades unions in one of its most objectionable forms is lawful, and gives no cause of action to its victims although they may be pecuniarily ruined thereby.

My Lords, so to hold would, in my opinion, be contrary to well-settled principles of English law, and would be to do what is not yet authorized by any statute or legal decision.

Our witnesses have unanimously expressed their satisfaction with the law declared in *Quinn v. Leatham*, and those of our witnesses who have specifically dealt with the purport of Rec-



ommendation (9) of the Majority Report are agreed that such an exemption as is proposed in the case of trade disputes from the general law of conspiracy would be highly injurious to the community. It is impossible for me to disregard the evidence which has been given before us, and I must most strongly dissent from this recommendation. The law of conspiracy is a general law affecting everyone of His Majesty's subjects. It is true that, at the desire of the Trade Unions of workmen, the Conspiracy, etc., Act of 1875 exempted combinations in trade disputes from the consequences attaching to criminal conspiracy. The Trade Unions of employers, so far from desiring any extension of this privilege to cover civil conspiracy, have come before us and unanimously and categorically expressed themselves against any such exemption from the general law being granted in the case of trade disputes. The Trade Unions of workmen have, as we know from outside sources, desired this extension, but they have given no evidence before us to that effect and have allowed the evidence given on the other side to go unchallenged. When the exemption from criminal conspiracy was granted by the Conspiracy, etc., Act, 1875, to combinations in trade disputes, the subject of civil conspiracy was not discussed, as the civil liability of Trade Unions had not then, though existent, been brought before the Courts. The remarks of the promoters of that legislation referred only, as it appears to me, to that which was present to their minds; they cannot be taken to imply a promise that a limited privilege granted in the knowledge of certain facts should when new circumstances have arisen be made absolute so as to cover these new circumstances and conditions. The new circumstances and conditions must be viewed in the light of the present, with the experience gained from our acquaintance with the practices prevailing in trade disputes in the past.

The Trade Union of workmen's complaint is that the judgments given against them in the law courts in the Taff Vale case, *Quinn v. Leathem*, and *Lyons v. Wilkins* entirely alter the law in what has been understood to be its meaning for the last thirty years. This erroneous belief is evidently not considered by my colleagues who have signed the Majority Report to be a ground of relief, for they recommend the maintenance of the Taff Vale decision in Paragraphs 1-35 of the

Report, with which paragraphs Sir Godfrey Lushington and I also concur. Their decision to recommend the overruling of *Quinn v. Leathem* cannot, therefore, be based on the ground of compassion for erroneous belief. Their remark in Article 60:—

The protection conceded was at that time (*i.e.*, 1875) confined to the criminal side. We think it can fairly be said that the civil side should be equally dealt with.

I am afraid I fail to follow the argument. Surely the mere fact that combinations in trade disputes are already exempt from the law of criminal conspiracy which applies to every other body of persons is, in itself, no argument for exempting them from *all* liability, civil as well as criminal. Moreover, as is pointed out by my colleagues in the Majority Report, Article 54:—

The civil action of conspiracy differs in this respect from the criminal, that the conspiracy is not complete by mere agreement, but must result in something being done from which damage results in order that the action may lie.

In view of the inherent differences thus shown between the civil and criminal aspects of conspiracy, there appears to me to be no inconsistency in the present position, under which, in trade disputes, a conspiracy may be actionable, although not punishable as a crime, by reason of the exemption from criminal liability granted under the Conspiracy Act.

Moreover, my colleagues who have signed the Majority Report in Article 33 remark:—

*When Trade Unions come in contact by reason of their own actions with outsiders and ex hypothesi wrong those outsiders, there can be no more reason that they should be beyond the reach of the law than any other individual, partnership or institution.*

If my colleagues had acted consistently with their own maxim as laid down in Article 33, Recommendation 9 of the Majority Report would never have been made, it seems to me.

11. There is one passage in Mr. Sidney Webb's Memorandum which I cannot allow to pass without comment. He refers to the system in New Zealand and Australia as being "to

the general satisfaction of employers and employed." I have no information as to the satisfaction or otherwise felt by the employed with that system, but from the information I have received from employers out there I should be inclined to say their feeling was better described as one of general dissatisfaction, rather than satisfaction, with the system.

12. Whatever may be the explanation of the Recommendations made by my colleagues in the Majority Report, I have no hesitation in saying it will not be found in the evidence given before us. We called before us no less than 58 witnesses representing all the leading trades and industries, and their evidence was heard for 28 days; yet, to my surprise, my colleagues who have signed the Majority Report have thought it right to entirely ignore this evidence, except only so far as it relates to the maintenance of the Taff Vale decision, as to which we are unanimous (Majority Report, Articles 1-35, 39). My surprise that these Recommendations should be made will be shared not only by the witnesses who, at our request, gave evidence before us and whose evidence, though practically unanimous, has been absolutely ignored, but will be equally felt by any impartial person who will peruse the Volume of Evidence issued simultaneously with our Report. My recommendations which are entirely based upon the evidence, confirmed as it is by my own personal experience, may be summarized as follows:—

(1) *That no statute should be passed which would in effect repeal the decisions in the Taff Vale case, Lyons v. Wilkins, and Quinn v. Leathem, the beneficial effects of which to the community generally have been emphasized by all our witnesses.*

(2) *That Sub-section 3 (a) of Section 4 of the Trade Union Act, 1871, be repealed in order to give members of a Trade Union a right of action against the Trade Union to which they belong for improperly refusing to apply for their benefit the benefit funds to which they had contributed and that Sub-section 4 of Section 4 of the Trade Union Act, 1871, be also repealed in order to make agreements entered into between Trade Unions of workmen and Trade Unions of employers legally enforceable.*

(3) *That the proviso only of Section 7 of the Conspiracy and Protection of Property Act, 1875, be repealed in order to prevent watching and besetting under any circumstances. This Recommendation is also made by Sir Godfrey Lushington in his Report.*

(4) *That in view of the overwhelming evidence we have received as to the cruelty and oppression to which non-Unionists are subjected at present, the practicability of devising legislation to prohibit strikes against non-Unionists should be considered in order to prevent, if possible, the existing gross infringements of the liberty of the subject.*



## II.

## CHRONOLOGICAL SURVEY OF BRITISH LEGISLATION AFFECTING THE STATUS OF TRADE UNIONS, 1824-1906.

Prior to 1824 the law of England treated the workingman who endeavored to secure an amelioration of his condition with great severity. The combination laws, so-called, which were in operation from 1799 to the time of their repeal in 1825, were very stringent. The preamble of the act of 1799 (39 Geo. III, Chap. 8) recited that "great numbers of journeymen manufacturers and workmen in various parts of this Kingdom have by unlawful meetings and combinations endeavored to obtain advance of their wages and to effectuate other illegal purposes; and the laws at present in force against such unlawful conduct have been found to be inadequate to the suppression thereof." It was therefore held necessary "that more effectual provision should be made against such unlawful combinations; and for preventing such unlawful practices in future and for bringing such offenders to more speedy and exemplary justice." This law declared null and void all agreements between journeymen manufacturers or workmen entered into for the purpose of obtaining an advance of wages or altering their hours of labor, and workmen entering into such agreements were, upon conviction, to be committed to jail.

**1824.** A law was passed (5 Geo. IV, Chap. 67) repealing the law prohibiting combinations of workingmen, many acts thus repealed dating back to Edward I. (*This act was repealed by the act of 1825.*)

**1825.** The act of 1824 having been found to be unsatisfactory, an investigation was had by a Parliamentary Committee which resulted in a new law (6 Geo. IV, Chap. 129) abrogating the act of 1824. This new law provided that it should not be held unlawful for persons to meet "for the purpose of consulting upon and determining the rate of wages or prices which the persons present at such meeting should demand for their work." The right of collective bargaining, involving the power to hold labor from the market by concerted action, was

thus for the first time established. (*This act was repealed by the Criminal Law Amendment Act of 1871.*)

**1859.** The dissatisfaction arising from the interpretation which the courts put upon the act of 1825, — namely, that labor combinations were unlawful, under the common law, on the ground that they were in restraint of trade, — provoked an agitation extending over a long period of years and finally resulted, in 1859, in the passage of an act (22 Vict., Chap. 34) amending the law by providing that workingmen were not to be held guilty of “molestation” or “obstruction” under the act of 1825 simply for entering into agreements to fix the rate of wages, or the hours of labor, or to endeavor peaceably to persuade others to cease or abstain from work to produce the same results. (*This law was also repealed by the Criminal Law Amendment Act of 1871.*)

**1871.** The courts in their decision of cases arising out of the act of 1859 were scarcely more friendly than they had been in their interpretation of the original act of 1825, and a fresh agitation to more firmly secure for workingmen the right to organize arose. In 1867 a commission was therefore appointed to inquire into the subject, and its report resulted in the passage of two important acts: —

1. The Trade Union Act (34 and 35 Vict., Chap. 31). This act provided that “the purposes of any trade union shall not, by reason merely that they are in restraint of trade, be deemed to be unlawful, so as to render any member of such trade union liable to criminal prosecution for conspiracy or otherwise. The purposes of any trade union shall not, by reason merely that they are in restraint of trade, be unlawful so as to render void or voidable any agreement or trust.” (*The text of the act is given in full on pages 192–201 of this report.*)

2. The Criminal Law Amendment Act (34 and 35 Vict., Chap. 32). This act, while making stringent provisions against coercion, violence, threats, following, molestation, and obstruction, contained no prohibition against doing or conspiring to do an act on the ground that it was in restraint of trade unless it came within the scope of the enumerated prohibitions. (*The text of the act is given in full on pages 202–206 of this report. It was amended by the Conspiracy and Protection of Property Act of 1875.*)

**1875.** It was generally assumed, after the legislation of 1871, that strikes as ordinarily conducted were not illegal.

But in 1872 certain gas stokers being on strike were indicted for conspiracy, the defendants brought to trial and sentenced to a year's imprisonment, the court holding that "a threat of simultaneous breach of contract by the men was conduct which the jury ought to regard as a conspiracy to prevent the gas company carrying on its business." The sentence, however, was quite generally regarded as severe, and so vigorous was the agitation provoked by it that a remission of eight months of the penalty originally meted out was secured for the men. But a more important result was that once more dissatisfaction with a court ruling led to the appointment of a commission of inquiry, which in turn reported recommendations for still further alterations in the law. So, in 1875, the Home Secretary introduced a bill which received the royal assent on August 13 of that year, (38 and 39 Vict., Chap. 86), and is known as the Conspiracy and Protection of Property Act, 1875. The new law did not repeal the provisions relating to picketing in the law of 1871 but it contained this important provision:—

An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute between employers and workmen shall not be indictable as a conspiracy if such act committed by one person would not be punishable as a crime.

*(In force, but amplified by the Trade Disputes Act, 1906. The text is given in full on pages 206–215 of this report.)*

**1876.** The Trade Union Amendment Act, 1876 (39 and 40 Vict., Chap. 22) amended the act of 1871, but did not repeal it. It gave a new definition, however, of a trade union in its last section, as follows:—

The term "trade union" means any combination, whether temporary or permanent, for regulating the relations between workmen and masters, or between workmen and workmen, or between masters and masters, or for imposing restrictive conditions on the conduct of any trade or business, whether such combination would or would not, if the principal Act had not been passed, have been deemed to have been an unlawful combination by reason of some one or more of its purposes being in restraint of trade.

*(The text of the act is given in full on pages 215-219 of this report. It was amended and revised by the Trade Disputes Act, 1906.)*

**1900.** THE TAFF VALE DECISION. For a quarter of a century after the passage of the legislation of 1875 and 1876 reinforcing the acts of 1871, British workmen believed they were acting well within the limits of law in their defensive and offensive operations against their employers. Then came another court decree which, more sweeping than any yet made, had a stunning effect on the trade unions. This was the famous Taff Vale case, the final decision of which by the House of Lords completely upset the legal traditions of a generation relative to the legal status of trade unionism.

In June, 1900, the men employed by the Taff Vale Railway Company, in Wales, were urged to strike, by one James Holmes, a local organizer of the Amalgamated Society of Railway Servants, for an advance in wages and to make certain other demands upon the company. The General Secretary of this organization, Richard Bell, whose headquarters were in London, promptly wrote Holmes, declaring that he was exceeding his authority in urging the men to strike. Holmes, nevertheless, continued obdurate, and in addresses to the men at their meetings deliberately encouraged them to strike.

The situation was aggravated by an attempt on the part of the company to transfer a signal man who had been 20 years in the service to a remote part of the system. The signal man was confined to his bed at the time, and was physically unable to make the transfer. Upon his recovery, he was informed that the vacancy had been filled and also that his old position had been filled. The Company offered him another position at a lower rate of pay which he refused to accept and demanded that he be restored to his former place. The Company refused this demand. The men interpreted this as an arbitrary exercise of power on the part of the company and in the nature of a challenge, and they immediately determined to strike unless the employee in question was at once restored to his former position. Bell, the General Secretary, continued to counsel prudence and patience on the part of the men and



again called Holmes' attention to the fact that the movement had not yet received the sanction of the central executive committee and that for the men to strike without its sanction would be in clear violation of the rules of the union. On August 19 the executive committee of the society adopted a resolution censuring the men for having proceeded without its consent, while at the same time condemning the railway company for the removal of the employee referred to. The committee, however, agreed to give financial assistance to the strikers, and Secretary Bell went to Cardiff and took personal command of the strike, which formally began on August 20. The strike itself was of short duration and was settled in ten days by a compromise being effected.

Meantime, however, the Taff Vale Railway Company had determined to test its rights under the law and had brought suit, immediately the men went on strike, against over 200 of their former employees for breach of contract, on the ground that the men had left the company's services without notice or on an insufficient notice. Sixty of the men were fined in the police court £4 each and costs.

The company next applied for an injunction to restrain the Amalgamated Society of Railway Servants, its officers, and members generally from committing certain acts alleged to be illegal, including picketing, intimidation, and in general interfering with and obstructing the conduct of the company's business. Damages were claimed in the sum of £24,626 (\$119,842) for injury done to plaintiffs by loss of business and extra expense arising out of the alleged unlawful and malicious conspiracy of the defendants.

A temporary injunction and restraining order was issued, the writ being made returnable on August 30. Justice Farwell granted an interim injunction and, on September 5, made two orders, one refusing to strike the name of the society out of the action, and the other granting an interim injunction against the society. In so doing, he held, contrary to the contention of the organization, that the Amalgamated Society of Railway Servants might be sued as a trade union. The defense set up by the society was that, under the Acts of 1871 and 1876, a trade union being neither a corporation, nor an individual, nor

a limited liability company, was not collectively, as a union, liable for the acts of its members or responsible civilly or criminally for their acts. But Justice Farwell ruled for the plaintiff, deciding that the union, as a union, was an entity which might be reached by process of law, in these words:

Although a corporation and an individual, or individuals may be the only entities known to the common law who can sue or be sued, it is competent to the legislature to give to an association of individuals, which is neither a corporation nor a partnership nor an individual, a capacity for owning property and acting by agents; and such capacity, in the absence of express enactment to the contrary, involves the necessary correlative of liability, to the extent of such property, for the acts and defaults of such agents—in other words, the liability of being sued in its registered name.

If this decision could hold it was by no means a barren victory for the Taff Vale Railway Company, for although many trade unions had no substantial funds which could be attached for damages in the event of a suit going against them, the Amalgamated Society of Railway Servants was one of the most prosperous trade unions in the United Kingdom. It had \$1,500,000 in its treasury, and it naturally proposed to fight the case to the end. It therefore took an appeal, and the hearing was held in the Court of Appeals November 12, 1900, the question at issue being a simple one as to whether Mr. Justice Farwell had erred in deciding that trade unions could be sued. The court reversed Justice Farwell's decision, holding that if the Legislature had intended to provide in the Trade Union Acts that unions could sue or be sued, "the Legislature well knew how in plain terms to bring about such a result." In conclusion the Master of the Rolls said:

As there is no statute empowering this action to be brought against the union in its registered name, it is not maintainable against the Amalgamated Society of Railway Servants, *eo nomine*, and these defendants must therefore be struck out, the injunction against them must be dissolved, and the appeal as regards these defendants must be allowed with costs here and below.

It was now the turn of the railway company to appeal again, which it promptly proceeded to do, taking the case to the highest

court of resort in the Kingdom, the House of Lords. This body reversed the decision of the Court of Appeals and sustained the judgment of Justice Farwell of the lower court.<sup>1</sup> The Lord Chancellor, in pronouncing the opinion, said:

In this case I am content to adopt the judgment of Farwell, J., with which I entirely concur; and I can not find any satisfactory answer to that judgment in the judgment of the court of appeal which overruled it. If the legislature has created a thing which can own property, which can employ servants, which can inflict injury, it must be taken, I think, to have impliedly given the power to make it suable in a court of law for injuries purposely done by its authority and procurement. I move your lordships that the judgment of the court of appeal be reversed, and that of Farwell, J., restored.

Defeated in the courts of law, the only appeal now left for the trade unions was to the court of public opinion, and they at once began to put in motion the machinery of agitation and appeal which had served them so effectively in the past and which, as the event has now apparently proved, was to avail for their success again. In 1824, Parliament had passed an act repealing the statutes to prevent the combination of workmen, but its operation being unsatisfactory, a commission of inquiry was appointed and its deliberations resulted in a new law in 1825; the interpretation placed by the courts upon the act of 1825 being unsatisfactory to those who expected to benefit by it, prolonged agitation brought about the enactment of a new law in 1859; again, the court decisions were unsatisfactory and again, in 1867, a commission was appointed to consider the situation, and its report resulted in the legislation of 1871; once more, a distasteful court decision provoked so much criticism that a commission of inquiry was created to see what should be done about it, and further amendatory legislation was passed on the government's motion in 1875. This legislation remained unchallenged until 1900, but no sooner had the British workman recovered from the first paralyzing effect of the blow dealt by the Taff Vale decision, than he sought by the orderly processes of law to nullify the decree of the court. He set out, in short, to secure an amendment of the Trade Union

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<sup>1</sup> The text of the Taff Vale decision by the House of Lords is given in full in Part III of the Annual Report of the Massachusetts Bureau of Statistics of Labor for 1906 (p. 232) on the Incorporation of Trade Unions.

Acts in such language as to incorporate into the law that construction of the rights, privileges, and immunities of trade unionism as had been popularly supposed for thirty years was already guaranteed by the statutes.

**1901-1906.** Mr. Bell, the Secretary of the Amalgamated Society of Railway Servants, who was also a member of Parliament, introduced a bill to legalize the conduct of trade disputes. But passage of legislation was postponed, as it had been when similar demands for the amendment of existing law were made on former occasions, pending a formal inquiry into the whole matter which, indeed, was seen to involve many fine points of law as well as of public policy. A royal commission was therefore appointed in June, 1903, and its report, made to the King and transmitted to Parliament in 1906, is printed on the foregoing pages. Its recommendations resulted in a bill being brought in for the government by Sir J. Lawson Walton, the Attorney-General, intended to meet the demands of labor. It had a somewhat stormy passage through the House of Commons. In its original form it sought to define and limit conspiracy, to make peaceful picketing legal; and to safeguard trade union funds from claims for damages, in order to legally restore the status of the unions in this respect to the position of immunity which they had enjoyed for a generation prior to the revolutionary Taff Vale decision.

The labor representatives in Parliament, however, were dissatisfied with the bill in the form in which it was introduced, since the clause safeguarding trade union funds from being mulcted in damages provided that the union should not be made liable unless it could be proved that the action of a trade union official, on account of which damages were claimed, had been duly authorized by the central or executive body of the union. This was one of the important questions involved in the Taff Vale controversy, the strike on the Taff Vale Railway having been instigated and directed by a subordinate local official of the Amalgamated Society of Railway Servants, and directly contrary to the advice of the central executive body of that union, which, indeed, when the strike became an imminent certainty, passed formal resolutions censuring the local leaders responsible for it.



The labor members of the House of Commons contended with great vigor that Parliament, in enacting the Trade Union Act of 1871, and the subsequent legislation of 1876, had intended to protect the funds of the unions absolutely, and that the pending bill, therefore, should be so worded as to provide beyond all doubt for the complete restoration to the unions of the immunity they had enjoyed for 30 years, and which they contended had been universally conceded as a rightful privilege before the House of Lords upset this construction of the law by their decision in the Taff Vale case. The advocates of the original bill defended it on the ground that to grant the unions specifically such universal immunity from liability would be to give them a special class privilege; they felt that if legislation were enacted which would simply protect the unions from unauthorized action taken by subordinate officials it would be sufficient and would, in fact, cover such cases as the Taff Vale, in which the strike was not authorized by the executive body of the union itself.

But the labor men stood out, and with the result that the clause granting complete protection and immunity for the unions from being sued in respect of any "tortious act" was incorporated in the government's bill. The Conservative party continued to attack the measure, but it finally weathered its stormy passage and was sent up to the Lords.

Thereupon, Mr. Balfour, who had vigorously opposed the bill, urged the Lords to pass it on the ground that it was demanded by public opinion and that its rejection would be exceedingly impolitic. The Conservative majority of the Upper House felt no greater enthusiasm for the measure than had the Conservatives in the Commons, but it nevertheless passed and received the royal assent December 22, 1906.<sup>1</sup> This act (6 Edw. VII, Chap. 47), which was to take effect July 1, 1907, and is, therefore, now the law of Great Britain, is reviewed by The Board of Trade Labour Gazette (London, January, 1907), as follows:—

The Trade Disputes Act, 1906, relates to "any dispute between employers and workmen, or between workmen and workmen, which is

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<sup>1</sup> Bulletin No. 70 (May, 1907) of the United States Bureau of Labor contains a History of British Labor Legislation, by A. Maurice Low; see also article on British Legislation in 1906, in the Yale Review, February, 1907.

connected with the employment or non-employment or the terms of the employment, or with the conditions of labour, of any person, and the expression 'workmen' means all persons employed in trade or industry, whether or not in the employment of the employer with whom a trade dispute arises." The Act makes an important change in the law relating to conspiracy. By the common law persons who agree together to do an act may often be indicted for the crime of conspiracy, or sued for damages, in cases where the doing of the act by a single person would not be a crime or actionable. The Conspiracy and Protection of Property Act, 1875, provided that an agreement by two or more persons to do an act in furtherance or contemplation of a trade dispute should not be indictable as a conspiracy if such acts committed by one person would not be punishable as a crime. The new Act now goes one step further, and provides that "An act done in pursuance of an agreement or combination by two or more persons shall, if done in contemplation or furtherance of a trade dispute, not be actionable unless the act, if done without any such agreement or combination, would be actionable." And it is further provided that "an action against a trade union, whether of workmen or masters, or against any members or officials thereof on behalf of themselves and all other members of the trade union in respect of any tortious act alleged to have been committed by or on behalf of the trade union, shall not be entertained by any court." It will be seen at once that these two provisions will prevent the recurrence of actions such as have occupied the time of the courts during the last few years, in which damages have been claimed against trade unions and their officials for conspiracy, inducing employers to dismiss workmen, &c. The Taff Vale Railway case decided that a registered trade union may be sued. This Act now provides that a trade union may not be sued in tort, but it leaves a union liable to be sued in contract. It is further to be noticed that "an act done by a person in contemplation or furtherance of a trade dispute shall not be actionable on the ground only that it induces some other person to break a contract of employment or that it is an interference with the trade, business, or employment of some other person, or with the right of some other person to dispose of his capital or his labour as he wills." The Act also expressly legalises peaceful picketing for the purpose of obtaining information, or of persuading any person to work or abstain from working.

*(The text of the Trade Disputes Act is given in full on pages 219, 220, and 221 of this report.)*

## III.

## TEXT OF PRINCIPAL ACTS AFFECTING THE LEGAL STATUS OF BRITISH TRADE UNIONS.

[34 & 35 VICT.] *Trade Unions.*

## CHAPTER 31.

An Act to amend the Law relating to Trade Unions. [29th June 1871.]

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:

*Preliminary.*

1. This Act may be cited as "The Trade Union Act, 1871."

*Criminal Provisions.*

2. The purposes of any trade union shall not, by reason merely that they are in restraint of trade, be deemed to be unlawful, so as to render any member of such trade union liable to criminal prosecution for conspiracy or otherwise.

3. The purposes of any trade union shall not, by reason merely that they are in restraint of trade, be unlawful so as to render void or voidable any agreement or trust.

4. Nothing in this Act shall enable any court to entertain any legal proceeding instituted with the object of directly enforcing or recovering damages for the breach of any of the following agreements, namely,

1. Any agreement between members of a trade union as such, concerning the conditions on which any members for the time being of such trade union shall or shall not sell their goods, transact business, employ or be employed:

2. Any agreement for the payment by any person of any subscription or penalty to a trade union:

3. Any agreement for the application of the funds of a trade union, —

- (a.) To provide benefits to members; or,

- (b.) To furnish contributions to any employer or workman not a member of such trade union, in consideration of such employer or workman acting in conformity with the rules or resolutions of such trade union; or,

- (c.) To discharge any fine imposed upon any person by sentence of a court of justice; or,

4. Any agreement made between one trade union and another;  
or,
5. Any bond to secure the performance of any of the above-mentioned agreements.

But nothing in this section shall be deemed to constitute any of the above-mentioned agreements unlawful.

5. The following Acts, that is to say,

- (1.) The Friendly Societies Act, 1855 and 1858, and the Acts amending the same;
- (2.) The Industrial and Provident Societies Act, 1867, and any Act amending the same; and
- (3.) The Companies Acts, 1862 and 1867.

shall not apply to any trade union, and the registration of any trade union under any of the said Acts shall be void, and the deposit of the rules of any trade union made under the Friendly Societies Acts, 1855 and 1858, and the Acts amending the same, before the passing of this Act, shall cease to be of any effect.

### *Registered Trade Unions.*

6. Any seven or more members of a trade union may by subscribing their names to the rules of the union, and otherwise complying with the provisions of this Act with respect to registry, register such trade union under this Act, provided that if anyone of the purposes of such trade union be unlawful such registration shall be void.

7. It shall be lawful for any trade union registered under this Act to purchase or take upon lease in the names of the trustees for the time being of such union any land not exceeding one acre, and to sell, exchange, mortgage, or let the same, and no purchaser, assignee, mortgagee, or tenant shall be bound to inquire whether the trustees have authority for any sale, exchange, mortgage, or letting, and the receipt of the trustees shall be a discharge for the money arising therefrom; and for the purpose of this section every branch of a trade union shall be considered a distinct union.

8. All real and personal estate whatsoever belonging to any trade union registered under this Act shall be vested in the trustees for the time being of the trade union appointed as provided by this Act, for the use and benefit of such trade union and the members thereof, and the real or personal estate of any branch of a trade union shall be vested in the trustees of such branch, and be under the control of such trustees, their respective executors or administrators, according to their respective claims and interests, and upon the death or removal of any such trustees the same shall vest in the succeeding trustees for the same estate and interest as the former trustees had therein, and subject to the same trusts, without any conveyance or assignment whatsoever, save and except



in the case of stocks and securities in the public funds of Great Britain and Ireland, which shall be transferred into the names of such new trustees; and in all actions, or suits, or indictments, or summary proceedings before any court of summary jurisdiction touching or concerning any such property, the same shall be stated to be the property of the person or persons for the time being holding the said office of trustee, in their proper names, as trustees of such trade union, without any further description.

9. The trustees of any trade union registered under this Act, or any other officer of such trade union who may be authorized so to do by the rules thereof, are hereby empowered to bring or defend, or cause to be brought or defended any action, suit, prosecution, or complaint in any court of law or equity, touching or concerning the property, right, or claim to property of the trade union; and shall and may, in all cases concerning the real or personal property of such trade union, sue and be sued, plead and be impleaded, in any court of law or equity, in their proper names, without other description than the title of their office; and no such action, suit, prosecution, or complaint shall be discontinued or shall abate by the death or removal from office of such persons or any of them, but the same shall and may be proceeded in by their successor or successors as if such death, resignation, or removal had not taken place; and such successors shall pay or receive the like costs as if the action, suit, prosecution, or complaint had been commenced in their names for the benefit of or to be reimbursed from the funds of such trade union, and the summons to be issued to such trustee or other officer may be served by leaving the same at the registered office of the trade union.

10. A trustee of any trade union registered under this Act shall not be liable to make good any deficiency which may arise or happen in the funds of such trade union, but shall be liable only for the moneys which shall be actually received by him on account of such trade union.

11. Every treasurer or other officer of a trade union registered under this Act, at such times as by the rules of such trade union he should render such account as hereinafter mentioned, or upon being required so to do, shall render to the trustees of the trade union, or to the members of such trade union, at a meeting of the trade union, a just and true account of all moneys received and paid by him since he last rendered the like account, and of the balance then remaining in his hands, and of all bonds or securities of such trade union, which account the said trustees shall cause to be audited by some fit and proper person or persons by them to be appointed; and such treasurer if thereunto required, upon the said account being audited, shall forthwith hand over to the said trustees the balance which on such audit appears to be due from him, and

shall also, if required, hand over to such trustees all securities and effects, books, papers, and property of the said trade union in his hands or custody; and if he fail to do so the trustees of the said trade union may sue such treasurer in any competent court for the balance appearing to have been due from him upon the account last rendered by him, and for all the moneys since received by him on account of the said trade union, and for the securities and effects, books, papers, and property in his hands or custody, leaving him to set off in such action the sums, if any, which he may have since paid on account of the said trade union; and in such action the said trustees shall be entitled to recover their full cost of suit, to be taxed as between attorney and client.

12. If any officer, member, or other person being or representing himself to be a member of a trade union registered under this Act, or the nominee, executor, administrator, or assignee of a member thereof, or any person whatsoever, by false representation or imposition obtain possession of any moneys, securities, books, papers, or other effects of such trade union, or, having the same in his possession, wilfully withhold or fraudulently misapply the same, or wilfully apply any part of the same to purposes other than those expressed or directed in the rules of such trade union, or any part thereof, the court of summary jurisdiction for the place in which the registered office of the trade union is situate upon a complaint made by any person on behalf of such trade union, or by the registrar, or in Scotland at the instance of the procurator fiscal of the court to which such complaint is competently made, or of the trade union, with his concurrence, may, by summary order, order such officer, member, or other person to deliver up all such moneys, securities, books, papers, or other effects to the trade union, or to repay the amount of money applied improperly, and to pay, if the court think fit, a further sum of money not exceeding twenty pounds, together with costs not exceeding twenty shillings; and, in default of such delivery of effects, or repayment of such amount of money, or payment of such penalty and costs aforesaid, the said court may order the said person so convicted to be imprisoned, with or without hard labor, for any time not exceeding three months: Provided, that nothing herein contained shall prevent the said trade union, or in Scotland Her Majesty's Advocate, from proceeding by indictment against the said party; provided also, that no person shall be proceeded against by indictment if a conviction shall have been previously obtained for the same offence under the provisions of this Act.

#### *Registry of Trade Union.*

13. With respect to the registry, under this Act, of a trade union, and of the rules thereof, the following provisions shall have effect:

- (1.) An application to register the trade union and printed copies of the rules, together with a list of the titles and names of the officers, shall be sent to the registrar under this Act:
  - (2.) The registrar, upon being satisfied that the trade union has complied with the regulations respecting registry in force under this Act, shall register such trade union and such rules:
  - (3.) No trade union shall be registered under a name identical with that by which any other existing trade union has been registered, or so nearly resembling such name as to be likely to deceive the members or the public:
  - (4.) Where a trade union applying to be registered has been in operation for more than a year before the date of such application, there shall be delivered to the registrar before the registry thereof a general statement of the receipts, funds, effects, and expenditure of such trade union in the same form, and showing the same particulars as if it were the annual general statement required as herein-after mentioned to be transmitted annually to the registrar:
  - (5.) The registrar upon registering such trade union shall issue a certificate of registry, which certificate unless proved to have been withdrawn or cancelled, shall be conclusive evidence that the regulations of this Act with respect to registry have been complied with:
  - (6.) One of Her Majesty's Principal Secretaries of State may from time to time make regulations respecting registry under this Act, and respecting the seal (if any) to be used for the purpose of such registry and the forms to be used for such registry, and the inspection of documents kept by the registrar under this Act, and respecting the fees, if any, to be paid on registry, not exceeding the fees specified in the second schedule to this Act, and generally for carrying this Act into effect.
14. With respect to the rules of a trade union registered under this Act, the following provisions shall have effect:
- (1.) The rules of every such trade union shall contain provisions in respect of the several matters mentioned in the first schedule to this Act:
  - (2.) A copy of the rules shall be delivered by the trade union to every person on demand on payment of a sum not exceeding one shilling.
15. Every trade union registered under this Act shall have a registered office to which all communications and notices may be



addressed; if any trade union under this Act is in operation for seven days without having such an office, such trade union and every officer thereof shall each incur a penalty not exceeding five pounds for every day during which it is so in operation.

Notice of the situation of such registered office, and of any change therein, shall be given to the registrar and recorded by him: until such notice is given the trade union shall not be deemed to have complied with the provisions of this Act.

16. A general statement of the receipts, funds, effects, and expenditure of every trade union registered under this Act shall be transmitted to the registrar before the first day of June in every year, and shall show fully the assets and liabilities at the date, and the receipts and expenditure during the year preceding the date to which it is made out, of the trade union; and shall show separately the expenditure in respect of the several objects of the trade union, and shall be prepared and made out up to such date, in such form, and shall comprise such particulars, as the registrar may from time to time require; and every member of, and depositor in, any such trade union shall be entitled to receive, on application to the treasurer or secretary of that trade union, a copy of such general statement, without making any payment for the same.

Together with such general statement there shall be sent to the registrar a copy of all alterations of rules and new rules and changes of officers made by the trade union during the year preceding the date up to which the general statement is made out, and a copy of the rules of the trade union as they exist at that date.

Every trade union which fails to comply with or acts in contravention of this section, and also every officer of the trade union so failing, shall each be liable to a penalty not exceeding five pounds for each offence.

Every person who wilfully makes or orders to be made any false entry in or any omission from any such general statement, or in or from the return of such copies of rules or alterations of rules, shall be liable to a penalty not exceeding fifty pounds for each offence.

17. The registrars of the friendly societies in England, Scotland, and Ireland shall be the registrars under this Act.

The registrars shall lay before Parliament annual reports with respect to the matters transacted by such registrars in pursuance of this Act.

18. If any person with intent to mislead or defraud gives to any member of a trade union registered under this Act, or to any person intending or applying to become a member of such trade union, a copy of any rules, alterations or amendments of the same other than those respectively which exist for the time being, on the



pretence that the same are the existing rules of such trade union, or that there are no other rules of such trade union, or if any person with the intent aforesaid gives a copy of any rules to any person on the pretence that such rules are the rules of a trade union registered under this Act which is not so registered, every person so offending shall be deemed guilty of a misdemeanor.

*Legal Proceedings.*

19. In England and Ireland all offences and penalties under this Act may be prosecuted and recovered in manner directed by The Summary Jurisdiction Acts.

In England and Ireland summary orders under this Act may be made and enforced on complaint before a court of summary jurisdiction in manner provided by The Summary Jurisdiction Acts

Provided as follows:

1. The "Court of Summary Jurisdiction," when hearing and determining an information or complaint, shall be constituted in some one of the following manners; that is to say:

(A.) In England.

- (1.) In any place within the jurisdiction of a metropolitan police magistrate or other stipendiary magistrate, of such magistrate or his substitute:
- (2.) In the city of London, of the Lord Mayor or any alderman of the said city:
- (3.) In any other place, of two or more justices of the peace sitting in petty sessions.

(B.) In Ireland.

- (1.) In the police district of Dublin metropolis, of a divisional justice:
- (2.) In any other place, of a resident magistrate.

In Scotland all offences and penalties under this Act shall be prosecuted and recovered by the procurator fiscal of the county in the Sheriff Court, under the provisions of The Summary Procedure Act, 1864.

In Scotland summary orders under this Act may be made and enforced on complaint in the Sheriff Court.

All the jurisdictions, powers, and authorities necessary for giving effect to these provisions relating to Scotland are hereby conferred on the sheriffs and their substitutes.

Provided that in England, Scotland, and Ireland —

2. The description of any offence under this Act in the words of such Act shall be sufficient in law.

3. Any exception, exemption, proviso, excuse, or qualification, whether it does or not accompany the description of the offence in

this Act, may be proved by the defendant, but need not be specified or negatived in the information, and if so specified or negatived, no proof in relation to the matters so specified or negatived shall be required on the part of the informant or prosecutor.

20. In England or Ireland, if any party feels aggrieved by any order or conviction made by a court of summary jurisdiction on determining any complaint or information under this Act, the party so aggrieved may appeal therefrom, subject to the conditions and regulations following:

- (1.) The appeal shall be made to some court of general or quarter sessions for the county or place in which the cause of appeal has arisen, holden not less than fifteen days and not more than four months after the decision of the court from which the appeal is made:
- (2.) The appellant shall, within seven days after the cause of appeal has arisen, give notice to the other party and to the court of summary jurisdiction of his intention to appeal, and of the ground thereof:
- (3.) The appellant shall immediately after such notice enter into a recognizance before a justice of the peace in the sum of ten pounds, with two sufficient sureties in the sum of ten pounds, conditioned personally to try such appeal, and to abide the judgment of the court thereon, and to pay such costs as may be awarded by the court:
- (4.) Where the appellant is in custody the justice may, if he think fit, on the appellant entering into such recognizance as aforesaid, release him from custody:
- (5.) The court of appeal may adjourn the appeal, and upon the hearing thereof they may confirm, reverse, or modify the decision of the court of summary jurisdiction, or remit the matter to the court of summary jurisdiction with the opinion of the court of appeal thereon, or make such other order in the matter as the court thinks just, and if the matter be remitted to the court of summary jurisdiction the said last-mentioned court shall thereupon re-hear and decide the information or complaint in accordance with the opinion of the said court of appeal. The court of appeal may also make such order as to costs to be paid by either party as the court thinks just.

21. In Scotland it shall be competent to any person to appeal against any order or conviction under this Act to the next Circuit Court of Justiciary, or where there are no Circuit Courts to the High Court of Justiciary at Edinburgh, in the manner prescribed by and

under the rules, limitations, conditions, and restrictions contained in the Act passed in the twentieth year of the reign of His Majesty King George the Second, chapter forty-three, in regard to appeals to Circuit Courts in matters criminal, as the same may be altered or amended by any Acts of Parliament for the time being in force.

All penalties imposed under the provisions of this Act in Scotland may be enforced in default of payment by imprisonment for a term to be specified in the summons or complaint, but not exceeding three calendar months.

All penalties imposed and recovered under the provisions of this Act in Scotland shall be paid to the sheriff clerk, and shall be accounted for and paid by him to the Queen's and Lord Treasurer's Remembrancer on behalf of the crown.

22. A person who is a master, or father, son, or brother of a master, in the particular manufacture, trade, or business in or in connection with which any offence under this Act is charged to have been committed shall not act as or as a member of a court of summary jurisdiction or appeal for the purposes of this Act.

### *Definitions.*

#### 23. In this Act.

The term Summary Jurisdiction Acts means as follows:

As to England, the Act of the session of the eleventh and twelfth years of the reign of Her present Majesty, chapter forty-three, intitled "An Act to facilitate the performance of the duties of justices of the peace out of sessions within England and Wales with respect to summary convictions and orders," and any Acts amending the same:

As to Ireland, within the police district of Dublin metropolis, the Acts regulating the powers and duties of justices of the peace for such district, or of the police of such district, and elsewhere in Ireland, "The Petty Sessions (Ireland) Act, 1851," and any Act amending the same.

In Scotland the term "misdemeanor" means a crime and offence.

The term "trade union" means such combination, whether temporary or permanent, for regulating the relations between workmen and masters, or between workmen and workmen, or between masters and masters, or for imposing restrictive conditions on the conduct of any trade or business, as would, if this Act had not passed, have been deemed to have been an unlawful combination by reason of some one or more of its purposes being in restraint of trade: Provided that this Act shall not affect —

1. Any agreement between partners as to their own business;
2. Any agreement between an employer and those employed by him as to such employment;

3. Any agreement in consideration of the sale of the goodwill of a business or of instruction in any profession, trade, or handicraft.

*Repeal.*

24. The Trades Unions Funds Protection Act, 1869, is hereby repealed.

Provided that this repeal shall not affect —

- (1.) Anything duly done or suffered under the said Act:
- (2.) Any right or privilege acquired or any liability incurred under the said Act:
- (3.) Any penalty, forfeiture, or other punishment incurred in respect of any offence against the said Act:
- (4.) The institution of any investigation or legal proceeding or any other remedy for ascertaining, enforcing, recovering, or imposing any such liability, penalty, forfeiture, or punishment as aforesaid.

*SCHEDULES.*

*First Schedule.*

*Of matters to be provided for by the Rules of Trade Unions Registered under this Act.*

1. The name of the trade union and place of meeting for the business of the trade union.

2. The whole of the objects for which the trade union is to be established, the purposes for which the funds thereof shall be applicable, and the conditions under which any member may become entitled to any benefit assured thereby, and the fines and forfeitures to be imposed on any member of such trade union.

3. The manner of making, altering, amending, and rescinding rules.

4. A provision for the appointment and removal of a general committee of management, of a trustee or trustees, treasurer, and other officers.

5. A provision for the investment of the funds, and for an annual or periodical audit of accounts.

6. The inspection of the books and names of members of the trade union by every person having an interest in the funds of the trade union.

*Second Schedule.*

*Maximum Fees.*

	£	s.	d.
For registering trade unions . . .	1	0	0
For registering alterations in rules . . .	0	10	0
For inspection of documents . . .	0	2	6



[34 & 35 VICT.] *Criminal Law Amendment (Violence, Threats, &c.)*

CHAPTER 32.

An Act to amend the Criminal Law relating to Violence, Threats, and Molestation. [29th June 1871.]

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:

1. Every person who shall do any one or more of the following acts, that is to say,

- (1.) Use violence to any person or any property,
- (2.) Threaten or intimidate any person in such manner as would justify a justice of the peace, on complaint made to him, to bind over the person so threatening or intimidating to keep the peace, in manner defined by this section,
- (3.) Molest or obstruct any person in manner defined by this section, with a view to coerce such person, —

- (1.) Being a master to dismiss or to cease to employ any workman, or being a workman to quit any employment or to return work before it is finished;
- (2.) Being a master not to offer or being a workman not to accept any employment or work;
- (3.) Being a master or workman to belong or not to belong to any temporary or permanent association or combination;
- (4.) Being a master or workman to pay any fine or penalty imposed by any temporary or permanent association or combination;
- (5.) Being a master to alter the mode of carrying on his business, or the number or description of any persons employed by him,

shall be liable to imprisonment, with or without hard labor, for a term not exceeding three months.

A person shall, for the purposes of this Act, be deemed to molest or obstruct another person in any of the following cases; that is to say,

- (1.) If he persistently follow such person about from place to place;
- (2.) If he hide any tools, clothes, or other property owned or used by such person, or deprive him of or hinder him in the use thereof:

- (3.) If he watch or beset the house or other place where such person resides or works, or carries on business, or happens to be, or the approach to such house or place, or if with two or more other persons he follow such person in a disorderly manner in or through any street or road.

Nothing in this section shall prevent any person from being liable under any other Act, or otherwise, to any other or higher punishment than is provided for any offence by this section, so that no person be punished twice for the same offence.

Provided that no person shall be liable to any punishment for doing or conspiring to do any act on the ground that such act restrains or tends to restrain the free course of trade, unless such act is one of the acts herein-before specified in this section, and is done with the object of coercing as herein-before mentioned.

### *Legal Proceedings.*

2. All offences under this Act shall be prosecuted under the provisions of The Summary Jurisdiction Acts.

Provided as follows:—

1. The “Court of Summary Jurisdiction,” when hearing and determining an information or complaint, shall be constituted in some one of the following manners; (that is to say,)

(a.) In England,

(i.) In any place within the jurisdiction of a metropolitan police magistrate or other stipendiary magistrate, of such magistrate or his substitute:

(ii.) In the city of London, of the Lord Mayor or any alderman of the said city:

(iii.) In any other place, of two or more justices of the peace sitting in petty sessions.

(b.) In Scotland, of the sheriff of the county or his substitute.

(c.) In Ireland.

(i.) In the police district of Dublin metropolis, of a divisional justice:

(ii.) In any other place, of a resident magistrate.

2. The description of any offence under this Act in the words of such Act shall be sufficient in law.

3. Any exception, exemption, proviso, excuse, or qualification, whether it does or not accompany the description of the offence in this Act, may be proved by the defendant, but need not be specified or negatived

in the information, and if so specified or negatived, no proof in relation to the matters so specified or negatived shall be required on the part of the informant or prosecutor.

3. In England and Ireland, if any party feels aggrieved by any order or conviction made by a court of summary jurisdiction on determining any complaint or information under this Act, the party so aggrieved may appeal therefrom, subject to the conditions and regulations following:

- (1.) The appeal shall be made to some court of general or quarter sessions for the county or place in which the cause of appeal has arisen, holden not less than fifteen days and not more than four months after the decision of the court from which the appeal is made:
- (2.) The appellant shall, within seven days after the cause of appeal has arisen, give notice to the other party and to the court of summary jurisdiction of his intention to appeal, and of the ground thereof:
- (3.) The appellant shall immediately after such notice enter into a recognizance in the sum of ten pounds before a justice of the peace, with two sufficient sureties in the sum of ten pounds, conditioned personally to try such appeal, and to abide the judgment of the court thereon, and to pay such costs as may be awarded by the court:
- (4.) Where the appellant is in custody the justice may, if he think fit, on the appellant entering into such recognizance as aforesaid, release him from custody:
- (5.) The court of appeal may adjourn the appeal, and upon the hearing thereof they may confirm, reverse, or modify the decision of the court of summary jurisdiction, or remit the matter to the court of summary jurisdiction with the opinion of the court of appeal thereon, or make such other order in the matter as the court thinks just, and, if the matter be remitted to the court of summary jurisdiction, the said last-mentioned court shall thereupon re-hear and decide the information or complaint in accordance with the opinion of the said court of appeal. The court of appeal may also make such order as to costs to be paid by either party as the court thinks just.

4. In Scotland it shall be competent to any person to appeal against any order or conviction under this Act to the next Circuit Court of Justiciary, or where there are no Circuit Courts to the High Court of Justiciary at Edinburgh, in the manner prescribed by and under the rules, limitations, conditions, and restrictions

contained in the Act passed in the twentieth year of the reign of His Majesty King George the Second, chapter forty-three, in regard to appeals to Circuit Courts in matters criminal, as the same may be altered or amended by any Acts of Parliament for the time being in force.

All offences under this Act shall be prosecuted by the procurator fiscal of the county.

5. A person, who is master, father, son, or brother of a master in the particular manufacture, trade, or business in or in connection with which any offence under this Act is charged to have been committed shall not act as or as a member of a court of summary jurisdiction or appeal for the purposes of this Act.

### *Definitions.*

#### 6. In this Act —

The term Summary Jurisdiction Acts shall mean as follows:

As to England, the Act of the session of the eleventh and twelfth years of the reign of Her present Majesty, chapter forty-three, intitled “An Act to facilitate the performance of the duties of Justices of the Peace out of Sessions within England and Wales with respect to Summary Convictions and Orders,” and any Acts amending the same;

As to Scotland, “The Summary Procedure Act, 1864;”

As to Ireland, within the police district of Dublin metropolis, the Acts regulating the powers and duties of justices of the peace of such district or of the police of such district, and elsewhere in Ireland, “The Petty Sessions (Ireland) Act, 1851,” and any Act amending the same.

7. The Acts mentioned in the schedule to this Act are hereby repealed to the extent in the third column of that schedule mentioned:

Provided, that the repeal enacted in this Act shall not affect —

- (1.) Anything duly done or suffered under any enactment hereby repealed;
- (2.) Any right or privilege acquired or any liability incurred under any enactment hereby repealed;
- (3.) Any penalty, forfeiture, or other punishment incurred in respect of any offence against any enactment hereby repealed;
- (4.) The institution of any investigation or legal proceeding or any other remedy for ascertaining, enforcing, recovering, or imposing any such liability, penalty, forfeiture, or punishment as aforesaid.



*Schedule.*

SESSION AND CHAPTER.	Title	Extent of Repeal
6 Geo. 4. c. 129, . . .	An Act to repeal the Laws relating to the Combination of Workmen, and to make other provisions in lieu thereof.	The whole Act.
22 Vict. c. 34, . . .	An Act to amend and explain an Act of the sixth year of the reign of King George the Fourth to repeal the Laws relating to the Combination of Workmen, and to make other provisions in lieu thereof.	The whole Act.
24 & 25 Vict. c. 100, . .	An Act to consolidate and amend the Statute Law of England and Ireland relating to Offences against the Person.	Section forty-one.

[38 & 39 VICT.] *Conspiracy and Protection of Property.*

## CHAPTER 86.

An Act amending the Law relating to Conspiracy, and to the Protection of Property, and for other purposes. [13th August 1875.]

Be it enacted by the Queen's Most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same as follows:

1. This Act may be cited as the Conspiracy, and Protection of Property Act, 1875.

2. This Act shall come into operation on the first day of September one thousand eight hundred and seventy-five.

*Conspiracy, and Protection of Property.*

3. An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute between employers and workmen shall not be indictable as a conspiracy if such act committed by one person would not be punishable as a crime.

Nothing in this section shall exempt from punishment any persons guilty of a conspiracy for which a punishment is awarded by any Act of Parliament.

Nothing in this section shall affect the law relating to riot, unlawful assembly, breach of the peace, or sedition, or any offence against the State or the Sovereign.

A crime for the purposes of this section means an offence punishable on indictment, or an offence which is punishable on summary conviction, and for the commission of which the offender is liable under the statute making the offence punishable to be imprisoned either absolutely or at the discretion of the court as an alternative for some other punishment.

Where a person is convicted of any such agreement or combination as aforesaid to do or procure to be done an act which is punishable only on summary conviction, and is sentenced to imprisonment, the imprisonment shall not exceed three months, or such longer time, if any, as may have been prescribed by the statute for the punishment of the said act when committed by one person.

4. Where a person employed by a municipal authority or by any company or contractor upon whom is imposed by Act of Parliament the duty, or who have otherwise assumed the duty of supplying any city, borough, town, or place, or any part thereof, with gas or water, wilfully and maliciously breaks a contract of service with that authority or company or contractor, knowing or having reasonable cause to believe that the probable consequences of his so doing, either alone or in combination with others, will be to deprive the inhabitants of that city, borough, town, place, or part, wholly or to a great extent of their supply of gas or water, he shall on conviction thereof by a court of summary jurisdiction or on indictment as hereinafter mentioned, be liable either to pay a penalty not exceeding twenty pounds or to be imprisoned for a term not exceeding three months, with or without hard labor.

Every such municipal authority, company, or contractor as is mentioned in this section shall cause to be posted up at the gas-works or waterworks, as the case may be, belonging to such authority or company or contractor, a printed copy of this section in some conspicuous place where the same may be conveniently read by the persons employed, and as often as such copy becomes defaced, obliterated, or destroyed, shall cause it to be renewed with all reasonable despatch.

If any municipal authority or company or contractor make default in complying with the provisions of this section in relation to such notice as aforesaid, they or he shall incur on summary conviction a penalty not exceeding five pounds for every day during which such default continues, and every person who unlawfully injures, defaces, or covers up any notice so posted up as aforesaid in pursuance of this Act, shall be liable on summary conviction to a penalty not exceeding forty shillings.

5. Where any person wilfully and maliciously breaks a contract of service or of hiring, knowing or having reasonable cause to believe that the probable consequences of his so doing, either alone or in combination with others, will be to endanger human life, or cause serious bodily injury, or to expose valuable property whether real or personal to destruction or serious injury, he shall on conviction thereof by a court of summary jurisdiction, or on indictment as herein-after mentioned, be liable either to pay a penalty not exceeding twenty pounds, or to be imprisoned for a term not exceeding three months, with or without hard labor.

*Miscellaneous.*

6. Where a master, being legally liable to provide for his servant or apprentice necessary food, clothing, medical aid or lodging, wilfully and without lawful excuse refuses or neglects to provide the same, whereby the health of the servant or apprentice is or is likely to be seriously or permanently injured, he shall on summary conviction be liable either to pay a penalty not exceeding twenty pounds, or to be imprisoned for a term not exceeding six months, with or without hard labor.

7. Every person who, with a view to compel any other person to abstain from doing or to do any act which such other person has a legal right to do or abstain from doing, wrongfully and without legal authority, —

1. Uses violence to or intimidates such other person or his wife or children, or injures his property; or,
  2. Persistently follows such other person about from place to place; or,
  3. Hides any tools, clothes, or other property owned or used by such other person, or deprives him of or hinders him in the use thereof; or,
  4. Watches or besets the house or other place where such other person resides, or works, or carries on business or happens to be, or the approach to such house or place; or,
  5. Follows such other person with two or more other persons in a disorderly manner in or through any street or road,
- shall, on conviction thereof by a court of summary jurisdiction, or on indictment as herein-after mentioned, be liable either to pay a penalty not exceeding twenty pounds, or to be imprisoned for a term not exceeding three months, with or without hard labor.

Attending at or near the house or place where a person resides, or works, or carries on business, or happens to be, or the approach to such house or place, in order merely to obtain or communicate information, shall not be deemed a watching or besetting within the meaning of this section.

8. Where in any Act relating to employers or workmen a pecuniary penalty is imposed in respect of any offence under such Act, and no power is given to reduce such penalty, the Justices or court having jurisdiction in respect of such offence may, if they think it just so to do, impose by way of penalty in respect of such offence any sum not less than one-fourth of the penalty imposed by such Act.

*Legal Proceedings.*

9. Where a person is accused before a court of summary jurisdiction of any offence made punishable by this Act and for which a penalty amounting to twenty pounds, or imprisonment, is im-

posed, the accused may, on appearing before the court of summary jurisdiction, declare that he objects to being tried for such offence by a court of summary jurisdiction, and thereupon the court of summary jurisdiction may deal with the case in all respects as if the accused were charged with an indictable offence and not an offence punishable on summary conviction, and the offence may be prosecuted on indictment accordingly.

10. Every offence under this Act which is made punishable on conviction by a court of summary jurisdiction or on summary conviction, and every penalty under this Act recoverable on summary conviction, may be prosecuted and recovered in manner provided by the Summary Jurisdiction Act.

11. Provided, that upon the hearing and determining of any indictment or information under sections four, five and six of this Act, the respective parties to the contract of service, their husbands or wives, shall be deemed and considered as competent witnesses.

12. In England or Ireland, if any party feels aggrieved by any conviction made by a court of summary jurisdiction on determining any information under this Act, the party so aggrieved may appeal therefrom, subject to the conditions and regulations following:

- (1.) The appeal shall be made to some court of general or quarter sessions for the county or place in which the cause of appeal has arisen, holden not less than fifteen days and not more than four months after the decision of the court from which the appeal is made:
- (2.) The appellant shall, within seven days after the cause of appeal has arisen, give notice to the other party and to the court of summary jurisdiction of his intention to appeal, and of the ground thereof:
- (3.) The appellant shall immediately after such notice enter into a recognizance before a justice of the peace, with or without sureties, conditioned personally to try such appeal, and to abide the judgment of the court thereon, and to pay such costs as may be awarded by the court:
- (4.) Where the appellant is in custody the justice may, if he think fit, on the appellant entering into such recognizance as aforesaid, release him from custody:
- (5.) The court of appeal may adjourn the appeal, and upon the hearing thereof they may confirm, reverse or modify the decision of the court of summary jurisdiction, or remit the matter to the court of summary jurisdiction with the opinion of the court of appeal thereon, or make such other order in the matter as the court thinks just, and if the matter be remitted to the



court of summary jurisdiction the said last-mentioned court shall thereupon re-hear and decide the information in accordance with the opinion of the said court of appeal. The court of appeal may also make such order as to costs to be paid by either party as the court thinks just.

*Definitions.*

13. In this Act, —

The expression “the Summary Jurisdiction Act” means the Act of the session of the eleventh and twelfth years of the reign of Her present Majesty, chapter forty-three, intituled “An Act to facilitate the performance of the duties of justices of the peace out of sessions within England and Wales with respect to summary convictions and orders” inclusive of any Acts amending the same; and

The expression “court of summary jurisdiction” means —

- (1.) As respects the city of London, the Lord Mayor or any alderman of the said city sitting at the Mansion House or Guildhall justice room; and
- (2.) As respects any police court division in the Metropolitan police district, any Metropolitan police magistrate sitting at the police court for that division; and
- (3.) As respects any city, town, liberty, borough, place, or district for which a stipendiary magistrate is for the time being acting, such stipendiary magistrate sitting at a police court or other place appointed in that behalf; and
- (4.) Elsewhere, any justice or justices of the peace to whom jurisdiction is given by the Summary Jurisdiction Act: Provided that, as respects any case within the cognizance of such justice or justices as last aforesaid, an information under this Act shall be heard and determined by two or more justices of the peace in petty sessions sitting at some place appointed for holding petty sessions.

Nothing in this section contained shall restrict the jurisdiction of the Lord Mayor or any alderman of the city of London or of any metropolitan police or stipendiary magistrate, in respect of any act or jurisdiction which may now be done or exercised by him out of court.

14. The expression “municipal authority” in this Act means any of the following authorities, that is to say, the Metropolitan Board of Works, the Common Council of the City of London, the Commissioners of Sewers of the city of London, the town council of any borough for the time being subject to the Act of the session of the fifth and sixth years of the reign of King William the Fourth,

chapter seventy-six, intituled "An Act to provide for the Regulation of Municipal Corporations in England and Wales," and any Act amending the same, any commissioners, trustees or other persons invested by any local Act of Parliament with powers of improving, cleansing, lighting, or paving any town, and any local board.

Any municipal authority or company or contractor who has obtained authority by or in pursuance of any general or local Act of Parliament to supply the streets of any city, borough, town, or place, or of any part thereof, with gas or which is required by or in pursuance of any general or local Act of Parliament to supply water on demand to the inhabitants of any city, borough, town, or place, or any part thereof, shall for the purposes of this Act be deemed to be a municipal authority or company or contractor upon whom is imposed by Act of Parliament the duty of supplying such city, borough, town, or place, or part thereof, with gas or water.

15. The word "maliciously" used in reference to any offence under this Act shall be construed in the same manner as it is required by the fifty-eighth section of the Act relating to malicious injuries to property, that is to say, the Act, of the session of the twenty-fourth and twenty-fifth years of the reign of Her present Majesty, chapter ninety-seven to be construed in reference to any offence committed under such last-mentioned Act.

#### *Saving Clause.*

16. Nothing in this Act shall apply to seamen or to apprentices to the sea service.

#### *Repeal.*

17. On and after the commencement of this Act, there shall be repealed:—

I. The Act of the session of the thirty-fourth and thirty-fifth years of the reign of Her present Majesty, chapter thirty-two, intituled "An Act to amend the Criminal Law relating to violence, threats, and molestation;" and

II. "The Master and Servant Act, 1867," and the enactments specified in the First Schedule to that Act, with the exceptions following as to the enactments in such Schedule (that is to say);

- (1.) Except so much of sections one and two of the Act passed in the thirty-third year of the reign of King George the Third, chapter fifty-five, intituled "An Act to authorize justices of the peace to impose fines upon constables, overseers, and other peace or parish officers for neglect of duty, and on masters of apprentices for ill-usage of such their apprentice; and also to make provision for the execution of warrants of distress granted by magistrates," as relates to constables, overseers, and other peace or parish officers; and

- (2.) Except so much of sections five and six of an Act passed in the fifty-ninth year of the reign of King George the Third, chapter ninety-two, intituled "An Act to enable justices of the peace in Ireland to act as such, in certain cases, out of the limits of the counties in which they actually are; to make provision for the execution of warrants of distress granted by them; and to authorize them to impose fines upon constables and other officers for neglect of duty, and on masters for ill-usage of their apprentices," as relates to constables and other peace or parish officers; and
- (3.) Except the Act of the session of the fifth and sixth years of the reign of Her present Majesty, chapter seven, intituled "An Act to explain the Acts for the better regulation of certain apprentices;" and
- (4.) Except sub-sections one, two, three, and five of section sixteen of "The Summary Jurisdiction (Ireland) Act, 1851," relating to certain disputes between employers and the persons employed by them; and

III. Also there shall be repealed the following enactments making breaches of contract criminal, and relating to the recovery of wages by summary procedure (that is to say);

- (a.) An Act passed in the fifth year of the reign of Queen Elizabeth, chapter four, and intituled "An Act touching divers orders for artificers, laborers, servants of husbandry, and apprentices;" and
- (b.) So much of section two of an Act passed in the twelfth year of King George the First, chapter thirty-four, and intituled "An Act to prevent unlawful combination of workmen employed in the woollen manufactures, and for better payment of their wages," as relates to departing from service and quitting or returning work before it is finished; and
- (c.) Section twenty of an Act passed in the fifth year of King George the Third, chapter fifty-one, the title of which begins with the words "An Act for repealing several Laws relating to the manufacture of woollen cloth in the county of York," and ends with the words "for preserving the credit of the said manufacture at the foreign market;" and
- (d.) An Act passed in the nineteenth year of King George the Third, chapter forty-nine, and intituled "An Act to prevent abuses in the payment of wages to persons employed in the bone and thread lace manufactory;" and

- (e.) Sections eighteen and twenty-three of an Act passed in the session of the third and fourth years of Her present Majesty, chapter ninety-one, intituled "An Act for the more effectual prevention of frauds and abuses committed by weavers, sewers, and other persons employed in the linen, hempen, union, cotton, silk, and woollen manufactures in Ireland, and for the better payment of their wages, for one year, and from thence to the end of the next session of Parliament;" and
- (f.) Section seventeen of an Act passed in the session of the sixth and seventh years of Her present Majesty, chapter forty, the title of which begins with the words "An Act to amend the Laws," and ends with the words "workmen engaged therein;" and
- (g.) Section seven of an Act passed in the session of the eighth and ninth years of Her present Majesty, chapter one hundred and twenty-eight, and intituled "An Act to make further regulations respecting the tickets of work to be delivered to silk weavers in certain cases."

Provided that, —

- (1.) Any order for wages or further sum of compensation in addition to wages made in pursuance of section sixteen of "The Summary Jurisdiction (Ireland) Act, 1851," may be enforced in like manner as if it were an order made by a court of summary jurisdiction in pursuance of the Employers and Workmen Act, 1875, and not otherwise; and
- (2.) The repeal enacted by this section shall not affect —
  - (a.) Any thing duly done or suffered, or any right or liability acquired or incurred under any enactment hereby repealed; or
  - (b.) Any penalty, forfeiture, or punishment incurred in respect of any offence committed against any enactment hereby repealed; or
  - (c.) Any investigation, legal proceeding, or remedy in respect of any such right, liability, penalty, forfeiture, or punishment as aforesaid; and any such investigation, legal proceeding, and remedy may be carried on as if this Act had not passed.



*Application of Act to Scotland.*

18. This Act shall extend to Scotland, with the modifications following; that is to say,

- (1.) The expression "municipal authority" means the town council of any royal or parliamentary burgh, or the commissioners of police of any burgh, town, or populous place under the provisions of the General Police and Improvement (Scotland) Act, 1862, or any local authority under the provisions of the Public Health (Scotland) Act, 1867:
- (2.) The expression "The Summary Jurisdiction Act" means the Summary Procedure Act, 1864, and any Acts amending the same:
- (3.) The expression "the court of summary jurisdiction" means the sheriff of the county or any one of his substitutes.

19. In Scotland the following provisions shall have effect in regard to the prosecution of offences, recovery of penalties and making of orders under this Act:

- (1.) Every offence under this Act shall be prosecuted, every penalty recovered, and every order made at the instance of the Lord Advocate, or of the Procurator Fiscal of the sheriff court:
- (2.) The proceedings may be on indictment in the Court of Justiciary in Edinburgh or on circuit or in a sheriff court, or may be taken summarily in the sheriff court under the provisions of the Summary Procedure Act, 1864:
- (3.) Every person found liable on conviction to pay any penalty under this Act shall be liable, in default of payment within a time to be fixed in the conviction, to be imprisoned for a term, to be also fixed, therein, not exceeding two months, or until such penalty shall be sooner paid, and the conviction and warrant may be in the form of No. 3 of Schedule K. of the Summary Procedure Act, 1864:
- (4.) In Scotland all penalties imposed in pursuance of this Act shall be paid to the clerk of the court imposing them, and shall by him be accounted for and paid to the Queen's and Lord Treasurer's Remembrancer, and be carried to the Consolidated Fund.

20. In Scotland it shall be competent to any person to appeal against any order or conviction under this Act to the next circuit Court of Justiciary, or where there are no circuit courts to the High Court of Justiciary at Edinburgh, in the manner prescribed

by and under the rules, limitations, conditions, and restrictions contained in the Act passed in the twentieth year of the reign of His Majesty King George the Second, chapter forty-three, in regard to appeals to circuit courts in matters criminal, as the same may be altered or amended by any Acts of Parliament for the time being in force.

*Application of Act to Ireland.*

21. This Act shall extend to Ireland, with the modifications following; that is to say,

The expression "The Summary Jurisdiction Act" shall be construed to mean, as regards the police district of Dublin metropolis, the Acts regulating the powers and duties of justices of the peace for such district; and elsewhere in Ireland, the Petty Sessions (Ireland) Act, 1851, and any Act amending the same:

The expression "court of summary jurisdiction" shall be construed to mean any justice or justice of the peace, or other magistrate to whom jurisdiction is given by the Summary Jurisdiction Act:

The court of summary jurisdiction, when hearing and determining complaints under this Act, shall in the police district of Dublin metropolis be constituted of one or more of the divisional justices of the said district, and elsewhere in Ireland of two or more justices of the peace in petty sessions sitting at a place appointed for holding petty sessions:

The expression "municipal authority" shall be construed to mean the town council of any borough for the time being, subject to the Act of the session of the third and fourth years of the reign of Her present Majesty, chapter one hundred and eight, entitled "An Act for the Regulation of Municipal Corporations in Ireland." and any commissioners invested by any general or local Act of Parliament, with power of improving, cleansing, lighting, or paving any town or township.

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[39 & 40 VICT.] *Trade Union Act (1871) Amendment.*

CHAPTER 22.

An Act to amend the Trade Union Act, 1871. [30th June 1876.]

Whereas it is expedient to amend the Trade Union Act, 1871:

Be it therefore enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:

1. This Act and the Trade Union Act, 1871, herein-after termed

the principal Act, shall be construed as one Act, and may be cited together as the "Trade Union Acts, 1871 and 1876," and this Act may be cited separately as the "Trade Union Act Amendment Act, 1876."

2. Notwithstanding anything in section five of the principal Act contained, a trade union, whether registered or unregistered, which insures or pays money on the death of a child under ten years of age shall be deemed to be within the provisions of section twenty-eight of the Friendly Societies Act, 1875.

3. Whereas by section eight of the principal Act it is enacted that "the real or personal estate of any branch of a trade union shall be vested in the trustees of such branch:" The said section shall be read and construed as if immediately after the herein-before recited words there were inserted the words "or of the trustees of the trade union, if the rules of the trade union so provide."

4. When any person, being or having been a trustee of a trade union or of any branch of a trade union, and whether appointed before or after the legal establishment thereof, in whose name any stock belonging to such union or branch transferable at the Bank of England or Bank of Ireland is standing, either jointly with another or others, or solely, is absent from Great Britain or Ireland respectively, or becomes bankrupt, or files any petition, or executes any deed for liquidation of his affairs by assignment or arrangement, or for composition with his creditors, or becomes a lunatic, or is dead, or has been removed from his office of trustee, or if it be unknown whether such person is living or dead, the registrar, on application in writing from the secretary and three members of the union or branch, and on proof satisfactory to him, may direct the transfer of the stock into the names of any other persons as trustees for the union or branch; and such transfer shall be made by the surviving or continuing trustees, and if there be no such trustee, or if such trustees refuse or be unable to make such transfer, and the registrar so direct, then by the Accountant-General or Deputy or Assistant Accountant-General of the Bank of England or Bank of Ireland, as the case may be; and the Governors and Companies of the Bank of England and Bank of Ireland respectively are hereby indemnified for anything done by them or any of their officers in pursuance of this provision against any claim or demand of any person injuriously affected thereby.

5. The jurisdiction conferred in the case of certain offences by section twelve of the principal Act upon the court of summary jurisdiction for the place in which the registered office of a trade union is situate may be exercised either by that court or by the court of summary jurisdiction for the place where the offence has been committed.

6. Trade unions carrying or intending to carry on business in

more than one country shall be registered in the country in which their registered office is situate; but copies of the rules of such unions, and of all amendments of the same, shall, when registered, be sent to the registrar of each of the other countries, to be recorded by him, and until such rules be so recorded the union shall not be entitled to any of the privileges of this Act or the principal Act, in the country in which such rules have not been recorded, and until such amendments of rules be recorded the same shall not take effect in such country.

In this section "country" means England, Scotland, or Ireland.

7. Whereas by the "Life Assurance Companies Act, 1870," it is provided that the said Act shall not apply to societies registered under the Acts relating to Friendly Societies: The said Act (or the amending Acts) shall not apply nor be deemed to have applied to trade unions registered or to be registered under the principal Act.

8. No certificate of registration of a trade union shall be withdrawn or cancelled otherwise than by the chief registrar of Friendly Societies, or in the case of trade unions registered and doing business exclusively in Scotland or Ireland, by the assistant registrar for Scotland or Ireland, and in the following cases:

- (1.) At the request of the trade union to be evidenced in such manner as such chief or assistant registrar shall from time to time direct:
- (2.) On proof to his satisfaction that a certificate of registration has been obtained by fraud or mistake, or that the registration of the trade union has become void under section six of the Trade Union Act, 1871, or that such trade union has wilfully and after notice from a registrar whom it may concern, violated any of the provisions of the Trade Union Acts, or has ceased to exist.

Not less than two months previous notice in writing, specifying briefly the ground of any proposed withdrawal or cancelling of certificate (unless where the same is shown to have become void as aforesaid, in which case it shall be the duty of the chief or assistant registrar to cancel the same forthwith), shall be given by the chief or assistant registrar to a trade union before the certificate of registration of the same can be withdrawn or cancelled (except at its request).

A trade union whose certificate of registration has been withdrawn or cancelled shall, from the time of such withdrawal or cancelling, absolutely cease to enjoy as such the privileges of a registered trade union, but without prejudice to any liability actually incurred by such trade union, which may be enforced against the same as if such withdrawal or cancelling had not taken place.



9. A person under the age of twenty-one, but above the age of sixteen, may be a member of a trade union, unless provision be made in the rules thereof to the contrary, and may, subject to the rules of the trade union, enjoy all the rights of a member except as herein provided, and execute all instruments and give all acquittances necessary to be executed or given under the rules, but shall not be a member of the committee of management, trustee, or treasurer of the trade union.

10. A member of a trade union not being under the age of sixteen years may, by writing under his hand, delivered at, or sent to, the registered office of the trade union, nominate any person not being an officer or servant of the trade union (unless such officer or servant is the husband, wife, father, mother, child, brother, sister, nephew, or niece of the nominator), to whom any moneys payable on the death of such member not exceeding fifty pounds shall be paid at his decease, and may from time to time revoke or vary such nomination by writing under his hand similarly delivered or sent; and on receiving satisfactory proof of the death of a nominator, the trade union shall pay to the nominee the amount due to the deceased member not exceeding the sum aforesaid.

11. A trade union may, with the approval in writing of the chief registrar of Friendly Societies, or in the case of trade unions registered and doing business exclusively in Scotland or Ireland, of the assistant registrar for Scotland or Ireland respectively, change its name by the consent of not less than two-thirds of the total number of members.

No change of name shall affect any right or obligation of the trade union or of any member thereof, and any pending legal proceedings may be continued by or against the trustees of the trade union or any other officer who may sue or be sued on behalf of such trade union notwithstanding its new name.

12. Any two or more trade unions may, by the consent of not less than two-thirds of the members of each or every such trade union, become amalgamated together as one trade union, with or without any dissolution or division of the funds of such trade unions, or either or any of them; but no amalgamation shall prejudice any right of a creditor of either or any union party thereto.

13. Notice in writing of every change of name or amalgamation signed, in the case of a change of name, by seven members, and countersigned by the secretary of the trade union changing its name, and accompanied by a statutory declaration by such secretary that the provisions of this Act in respect of changes of name have been complied with, and in the case of an amalgamation signed by seven members, and countersigned by the secretary of each or every union party thereto, and accompanied by a statutory declaration by each or every such secretary that the provisions of this Act

in respect of amalgamations have been complied with, shall be sent to the central office established by the Friendly Societies Act, 1875, and registered there, and until such change of name or amalgamation is so registered the same shall not take effect.

14. The rules of every trade union shall provide for the manner of dissolving the same, and notice of every dissolution of a trade union under the hand of the secretary and seven members of the same, shall be sent within fourteen days thereafter to the central office herein-before mentioned, or, in the case of trade unions registered and doing business exclusively in Scotland or Ireland, to the assistant registrar for Scotland or Ireland respectively, and shall be registered by them: Provided that the rules of any trade union registered before the passing of this Act shall not be invalidated by the absence of a provision for dissolution.

15. A trade union which fails to give any notice or send any document which is required by this Act to give or send, and every officer or other person bound by the rules thereof to give or send the same, or if there be no such officer, then every member of the committee of management of the union, unless proved to have been ignorant of, or to have attempted to prevent the omission to give or send the same, is liable to a penalty of not less than one pound and not more than five pounds, recoverable at the suit of the chief or any assistant registrar of Friendly Societies, or of any person aggrieved, and to an additional penalty of the like amount for each week during which the omission continues.

16. So much of section twenty-three of the principal Act as defines the term trade union, except the proviso qualifying such definition, is hereby repealed, and in lieu thereof be it enacted as follows:

The term "trade union" means any combination, whether temporary or permanent, for regulating the relations between workmen and masters, or between workmen and workmen, or between masters and masters, or for imposing restrictive conditions on the conduct of any trade or business, whether such combination would or would not, if the principal Act had not been passed, have been deemed to have been an unlawful combination by reason of some one or more of its purposes being in restraint of trade.

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[6 EDW. VII.] *Trade Disputes Act, 1906.*

CHAPTER 47.

An Act to provide for the regulation of Trades Unions and Trade Disputes. [21st December 1906.]

Be it enacted by the King's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Tem-

poral, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1. The following paragraph shall be added as a new paragraph after the first paragraph of section three of the Conspiracy and Protection of Property Act, 1875:<sup>1</sup>—

“An act done in pursuance of an agreement or combination by two or more persons shall, if done in contemplation or furtherance of a trade dispute, not be actionable unless the act, if done without any such agreement or combination, would be actionable.”

2. (1) It shall be lawful for one or more persons, acting on their own behalf or on behalf of a trade union or of an individual employer or firm in contemplation or furtherance of a trade dispute, to attend at or near a house or place where a person resides or works or carries on business or happens to be, if they so attend merely for the purpose of peacefully obtaining or communicating information, or of peacefully persuading any person to work or abstain from working.

(2) Section seven of the Conspiracy and Protection of Property Act, 1875, is hereby repealed from “attending at or near” to the end of the section.<sup>2</sup>

3. An act done by a person in contemplation or furtherance of a trade dispute shall not be actionable on the ground only that it induces some other person to break a contract of employment or that it is an interference with the trade, business, or employment of some other person, or with the right of some other person to dispose of his capital or his labor as he wills.

4. (1) An action against a trade union, whether of workmen or masters, or against any members or officials thereof on behalf of themselves and all other members of the trade union in respect of any tortious act alleged to have been committed

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<sup>1</sup> The paragraph referred to reads as follows:

“3. An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute between employers and workmen shall not be indictable as a conspiracy if such act committed by one person would not be punishable as a crime.”

<sup>2</sup> The paragraph repealed reads as follows:

“Attending at or near the house or place where a person resides, or works, or carries on business, or happens to be, or the approach to such house or place, in order merely to obtain or communicate information, shall not be deemed a watching or besetting within the meaning of this section.”

by or on behalf of the trade union, shall not be entertained by any court.

(2) Nothing in this section shall affect the liability of the trustees of a trade union to be sued in the events provided for by the Trades Union Act, 1871, section nine, except in respect of any tortious act committed by or on behalf of the union in contemplation or in furtherance of a trade dispute.

5. (1) This Act may be cited as the Trade Disputes Act, 1906, and the Trade Union Acts, 1871 and 1876, and this Act may be cited together as the Trade Union Acts, 1871 to 1906.

(2) In this Act the expression "trade union" has the same meaning as in the Trade Union Acts, 1871 and 1876, and shall include any combination as therein defined, notwithstanding that such combination may be the branch of a trade union.

(3) In this Act and in the Conspiracy and Protection of Property Act, 1875, the expression "trade dispute" means any dispute between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of the employment, or with the conditions of labor, of any person, and the expression "workmen" means all persons employed in trade or industry, whether or not in the employment of the employer with whom a trade dispute arises; and, in section three of the last-mentioned Act, the words, "between employers and workmen" shall be repealed.



## IV.

## THE BRITISH WORKMEN'S COMPENSATION ACTS.

*Introductory.*

The theory of Workmen's Compensation Acts, such as have been passed in 21 foreign countries, notably Great Britain, Germany, Austria, Belgium, British Columbia, Cape Colony, Denmark, Finland, France, Greece, Italy, Luxemburg, Netherlands, New Zealand, Norway, Queensland, Russia, South Australia, Spain, Sweden, and West Australia, was well and succinctly stated in the report of the Committee on Relations Between Employer and Employee, which was submitted to the Massachusetts Legislature in 1904 as the result of an inquiry authorized by the preceding Legislature. This Committee, which was composed of Carroll D. Wright, Chairman, and Messrs. Henry Sterling, Royal Robbins, William N. Osgood, and Davis R. Dewey, said:

The object underlying all such acts, whether in Great Britain or in other countries, is to remove in a measure, and so far as safety will warrant, the economic insecurity of employees, on the theory that, where a man receives injury while in the course of his employment, society should recoup him in some measure without resorting to charity; that a man working in any dangerous occupation, or in any occupation, as to that matter, is really doing a service to the public; he is enabling the public to prosper through industrial conditions, and therefore the public owes him something should he meet with disaster; that capital recoups itself for losses by charging off a certain percentage every year for deterioration of plant; that the workingman has no means of charging off his deterioration of muscle and skill through the accidents incident to production, and that he ought, in all justice, to have such deterioration compensated in some reasonable way by society itself; that, as the deterioration of plant is paid for by being added to the cost of production, the deterioration of the man should also be added to the cost of production. The theory is, also, — and this has determined the acts of foreign countries in this respect, — that society ultimately pays all such costs through consumption.

Prior to 1880 there had been numerous attempts to secure legislation by Parliament to abrogate entirely the doctrine of common employment and the defence of assumed risk, but in

that year a measure was introduced by the Gladstone government, which was finally enacted into law, being known as the Employers' Liability Act of 1880. The prime reason for this legislation was said to be that "the common law had ended in giving the workman no compensation at all unless he could trace the accident to personal negligence on the part of his employer."

The bill, as passed, was limited in its operation to seven years, but the time was subsequently extended periodically until the passage of the Workmen's Compensation Act of 1897. By the provisions of the Act of 1880 the doctrine of common employment remained in force with respect to accidents from other causes than those mentioned in the first section of the law. These five causes of injury to a workman concerning which the doctrine of common employment was no longer to apply were as follows:—

(1) Defective ways, works, machinery, and plant (if due to the negligence of the employer or of the person to whom has been delegated his duty thereabout).

(2) Negligence of a superintendent (if superintendence was his principal duty and he was not ordinarily engaged in manual labor).

(3) Negligence of persons to whom the employer had delegated his power of giving orders.

(4) Acts or omissions in obedience to rules or by-laws or in obedience to instructions of persons authorized by employers to give them.

(5) In the case of railway companies, the negligent management of trains, points, and signals.

The employers sought to escape responsibility from compliance with what was doubtless intended as the spirit of the law by making special contracts with their men by which they were freed from the liability imposed by the act, and the courts decided that such contracts were not contrary to public policy. In 1881, therefore, a bill was introduced in Parliament to prevent an employer from making such contracts, but the measure failed as did similar bills in 1882 and 1883 and again in 1886, in which year a special committee was appointed to inquire into the operation of the Act of 1880.

The contracting-out schemes proved to be many and varied, sometimes operating quite advantageously for the workmen

themselves, so that a progressive legislative agreement upon an equitable arrangement for all parties was slow. In 1893, the Home Secretary, Mr. Asquith, the Liberals being in power, introduced a bill to amend the existing law by providing for the repeal of the Act of 1880, for the complete abolition of the doctrine of common employment and limit of damages recoverable, and for the absolute prohibition of contracting out. This measure, while not taking away the defense of contributory negligence and acquiescence, left the servant in the same position as a stranger. But the bill finally failed. In 1897 another attempt was made to deal with the subject by the government, which stated the situation thus:

The present law is notoriously inadequate; it fails to compensate for accidents if caused by fellow-servants, if contributed to by the injured, and if resulting from the risks of occupation; it causes costly litigation, 35 per cent of the amount recovered being legal expense; it leaves the employer ignorant of what his liability is.

The bill was vigorously attacked as revolutionary and socialistic, and was defended by Mr. Chamberlain on the ground that it dealt, not with absolute rights, but with questions of humanity and expediency. It finally became a law, being limited in its application to employment in the railway service, in factories, mines, quarries, or engineering works, and in the construction or razing of buildings exceeding 30 feet in height. In 1900 the scope of the Act of 1897 was extended so as to include agricultural occupations.

In November, 1903, a committee was appointed by the home secretary to inquire and report to the home office —

(1) What amendments in the law relating to compensation for injuries to workmen are necessary or desirable, and

(2) To what classes of employments not now included in the Workmen's Compensation Acts those acts can properly be extended with or without modification.

This committee consisted of the following gentlemen: Sir Kenneth Digby, K. C. B. (chairman); Sir Benjamin Browne, D. C. L., Memb. Inst. C. E.; His Honor Judge Lumley Smith, K. C.; Capt. A. J. G. Chalmers, of the Board of Trade; Mr.

George N. Barnes, secretary of the Amalgamated Society of Engineers; and Mr. Robert Reid Bannatyne, of the home office (secretary).

The committee obtained a large amount of evidence from employers and workmen in numerous industries, from employers, associations and trade unions, from insurance companies and other sources. Much information was also furnished it by the Labour Department of the Board of Trade and other government departments, by factory and mine inspectors and by the judiciary. An exhaustive report was made in August, 1904, which was accepted as a basis for future legislation. Following is a summary of the committee's findings, taken from a historical discussion of the Compensation Acts by Launcelot Packer, B. L., published by the United States Bureau of Labor in its Bulletin (No. 70) for May, 1907:

As regards workmen, the committee found that the acts had conferred substantial benefits on those included in them; that prior to them practically the whole burden of industrial accident had fallen on the workmen, and it was right and necessary that some systematic provision for relief by law should be provided; that the act gave substantial relief, not complete indemnity, and there was little complaint from workmen of the limitation to one-half wages and other maximum limits in them.

Personal inquiry by the author concerning the practical workings of the act made during 1906 of Government officials, of employers, and of representatives of labor disclosed a unanimity of opinion that the principle of the act was sound, the extent to which it should be carried being the only question. The act was said to have proved a great boon to the workmen covered by it, labor strongly advocating its extension, while employers generally accepted it. In the building trades the secretary of one of the conciliation boards of a large master builders' association said that the principle was accepted by employers; that the burden was transferred to the building owner and not to wages, which had risen; that the act had tended to prevention of accident, as it had stimulated employers to have better plants; that it had reduced litigation, which was largely confined to non-union workmen. In the cotton trade a gentleman who was thoroughly informed as to its effects on that trade said that there had been no risk of injury to the trade through the burden of the act; that it had not, however, fallen on wages, which had increased 10 per cent; that the act had operated strongly as a prevention of accident, the monetary liability for every accident, as well as the trade mutual insurance inspection, conducing



thereto; that it had caused a large reduction in negligence claims; and that litigation on test cases under the act had practically disappeared, so that friction was reduced to a minimum, while the administration cost nothing, as no lawyers were necessary. As regards railways, an influential employee's organization said that the principle was regarded as absolutely just and valuable to the recipients of the benefits and had kept many from the poorhouse; that the burden was generally conceded to have been transferred to the public; that it did not come out of wages, which had increased (only reaching them to the extent of 25 per cent of the compensation paid in unorganized trades); that litigation on questions of law had now practically disappeared, most cases being settled without even arbitration, and that arbitration cost little, generally under £5 (\$24.33) a case; that the act had tended to prevent accidents, owing to expense now arising for every accident; moreover, that there had been no case of deliberate self-injury on railroads. A representative of the coal miners corroborated the fact that all labor was in favor of the act and illustrated the almost automatic working of it in the case of the Durham miners. . . . Considering the overwhelming extent to which the energies of this country are directed into mechanical industry and the high ratio of accident to population therefrom, entailing such widespread hardship through the haphazard treatment of each accident on the negligence basis, with its result of serious injustice in so many cases to employer and workmen alike, as well as the enormous waste of energy and money in the ever-increasing volume of personal-injury litigation, which clogs our courts, it is manifest that the subject requires the earnest and careful consideration of serious people. Nor is it unlikely that the principle of a wise and practical step toward the solution of this difficult, but most important, subject may be found in the British workmen's compensation acts.

The Act of 1897 has now been still further amended by an enactment of law which bears date of December 21, 1906, entitled "An Act to consolidate and amend the law with respect to compensation to workmen for injuries suffered in the course of their employment." The new law extends the principles of the former enactments to practically every public relationship of master and servant, and further provides for compensation for certain specified trade diseases. The Board of Trade Labour Gazette for January, 1907, in its review of legislation in 1906 affecting labor summarizes the act as follows:—

Several new laws of the greatest importance to labour were passed in the year 1906. Of these the Act which affects the greatest number of

persons is undoubtedly the Workmen's Compensation Act, 1906, which is said to bring 6,000,000 additional persons within the scope of the law giving compensation for injury by accident. It repeals the existing Acts and consolidates and amends the laws. The first great point to notice is that the Act applies practically to all workpeople, including seamen, as well as clerks, shopmen, and domestic servants. Those excluded are:—All persons who are employed otherwise than by way of manual labour whose remuneration exceeds £250 a year, outworkers, members of a police force, members of the employer's family who live in the employer's house, and persons casually employed for some purpose not connected with the employer's trade or business. The amount payable in case of death or injury is generally the same as fixed by the Act of 1897; but the minimum period of incapacity entitling to a weekly payment is reduced from a fortnight to one week, and where the incapacity lasts two weeks or more, the weekly payments are to commence from the date of the injury instead of, as heretofore, from a fortnight after that date. Where an injured workman is under 21 years of age, and his earnings are less than 20s. a week, compensation may be awarded to him to a rate of 100 per cent instead of 50 per cent of his weekly earnings, provided that the weekly payment is not to exceed 10s.

Another very important feature of the new Act is its extension so as to include the contracting of certain diseases due to the nature of an employment amongst personal injuries by accident arising out of the employment. The diseases referred to are anthrax, poisoning by lead, mercury, phosphorus or arsenic, and ankylostomiasis. The Home Secretary is, however, given power to extend the provisions of the Act, by order, to other diseases. To the list of "dependants" entitled to compensation in case of the death of a workman are added illegitimate child or grandchild of the deceased, where such child was dependent on his earnings, and the parent or grandparent of the workman where the workman was illegitimate and the parent or grandparent was so dependent. The Act comes into operation on July 1st, 1907, and only applies to accidents happening on or after that day, with the exception of certain provisions as to medical referees. The Acts of 1897 and 1900 continue to apply to all cases where the accident happened before July 1st, 1907.

Below is given the full text of the act which took effect July 1, 1907:<sup>1</sup>—

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<sup>1</sup> The texts of the Acts of 1897 and 1900 are printed in the U. S. Bureau of Labor Bulletin, No. 70, pp. 631-638.

*British Workmen's Compensation Act of 1906.*

AN ACT to consolidate and amend the law with respect to compensation to workmen for injuries suffered in the course of their employment [21st December, 1906].

*Be it enacted by . . . Parliament assembled, and by the authority of the same, as follows:*

1. — (1) If in any employment personal injury by accident arising out of and in the course of the employment is caused to a workman, his employer shall, subject as hereinafter mentioned, be liable to pay compensation in accordance with the first schedule to this act.

(2) Provided that —

(a) The employer shall not be liable under this act in respect of any injury which does not disable the workman for a period of at least one week from earning full wages at the work at which he was employed:

(b) When the injury was caused by the personal negligence or willful act of the employer or of some person for whose act or default the employer is responsible, nothing in this act shall affect any civil liability of the employer, but in that case the workman may, at his option, either claim compensation under this act or take proceedings independently of this act; but the employer shall not be liable to pay compensation for injury to a workman by accident arising out of and in the course of the employment both independently of and also under this act, and shall not be liable to any proceedings independently of this act, except in case of such personal negligence or willful act as aforesaid:

(c) If it is proved that the injury to a workman is attributable to the serious and willful misconduct of that workman, any compensation claimed in respect of that injury shall, unless the injury results in death or serious and permanent disablement, be disallowed.

(3) If any question arises in any proceedings under this act as to the liability to pay compensation under this act (including any question as to whether the person injured is a workman to whom this act applies), or as to the amount or duration of compensation under this act, the question, if not settled by agreement, shall, subject to the provisions of the first schedule to this act, be settled by arbitration, in accordance with the second schedule to this act.

(4) If, within the time hereinafter in this act limited for taking proceedings, an action is brought to recover damages independently of this act for injury caused by any accident, and it is determined in such action that the injury is one for which the employer is not liable in such action, but that he would have been liable to pay compensation under the provisions of this act, the action shall be dismissed; but the court in which the action is tried shall, if the plaintiff so choose, proceed to assess such compensation, but may deduct from such compensation all or part of the costs which, in its judgment, have been caused by the

plaintiff bringing the action instead of proceeding under this act. In any proceeding under this subsection, when the court assesses the compensation it shall give a certificate of the compensation it has awarded and the directions it has given as to the deduction for costs, and such certificate shall have the force and effect of an award under this act.

(5) Nothing in this act shall affect any proceeding for a fine under the enactments relating to mines, factories, or workshops, or the application of any such fine.

2. — (1) Proceedings for the recovery under this act of compensation for an injury shall not be maintainable unless notice of the accident has been given as soon as practicable after the happening thereof and before the workman has voluntarily left the employment in which he was injured, and unless the claim for compensation with respect to such accident has been made within six months from the occurrence of the accident causing the injury, or, in case of death, within six months from the time of death:

Provided always that —

(a) the want of or any defect or inaccuracy in such notice shall not be a bar to the maintenance of such proceedings if it is found in the proceedings for settling the claim that the employer is not, or would not, if a notice or an amended notice were then given and the hearing postponed, be prejudiced in his defense by the want, defect, or inaccuracy, or that such want, defect, or inaccuracy was occasioned by mistake, absence from the United Kingdom, or other reasonable cause; and

(b) the failure to make a claim within the period above specified shall not be a bar to the maintenance of such proceedings if it is found that the failure was occasioned by mistake, absence from the United Kingdom, or other reasonable cause.

(2) Notice in respect of an injury under this act shall give the name and address of the person injured, and shall state in ordinary language the cause of the injury and the date at which the accident happened, and shall be served on the employer, or, if there is more than one employer, upon one of such employers.

(3) The notice may be served by delivering the same at, or sending it by post in a registered letter addressed to, the residence or place of business of the person on whom it is to be served.

(4) Where the employer is a body of persons, corporate or unincorporate, the notice may also be served by delivering the same at, or by sending it by post in a registered letter addressed to, the employer at the office, or, if there be more than one office, any one of the offices of such body.

3. — (1) If the registrar of friendly societies, after taking steps to ascertain the views of the employer and workmen, certifies that any scheme of compensation, benefit, or insurance for the workmen of an employer in any employment, whether or not such scheme includes other



employers and their workmen, provides scales of compensation not less favorable to the workmen and their dependents than the corresponding scales contained in this act, and that, where the scheme provides for contributions by the workmen, the scheme confers benefits at least equivalent to those contributions, in addition to the benefits to which the workmen would have been entitled under this act, and that a majority (to be ascertained by ballot) of the workmen to whom the scheme is applicable are in favor of such scheme, the employer may, whilst the certificate is in force, contract with any of his workmen that the provisions of the scheme shall be substituted for the provisions of this act, and thereupon the employer shall be liable only in accordance with the scheme, but, save as aforesaid, this act shall apply notwithstanding any contract to the contrary made after the commencement of this act.

(2) The registrar may give a certificate to expire at the end of a limited period of not less than five years, and may from time to time renew with or without modifications such a certificate to expire at the end of the period for which it is renewed.

(3) No scheme shall be so certified which contains an obligation upon the workmen to join the scheme as a condition of their hiring, or which does not contain provisions enabling a workman to withdraw from the scheme.

(4) If complaint is made to the registrar of friendly societies by or on behalf of the workmen of any employer that the benefits conferred by any scheme no longer conform to the conditions stated in subsection (1) of this section, or that the provisions of such scheme are being violated, or that the scheme is not being fairly administered, or that satisfactory reasons exist for revoking the certificate, the registrar shall examine into the complaint, and, if satisfied that good cause exists for such complaint, shall, unless the cause of complaint is removed, revoke the certificate.

(5) When a certificate is revoked or expires, any moneys or securities held for the purpose of the scheme shall, after due provision has been made to discharge the liabilities already accrued, be distributed as may be arranged between the employer and workmen, or as may be determined by the registrar of friendly societies in the event of a difference of opinion.

(6) Whenever a scheme has been certified as aforesaid, it shall be the duty of the employer to answer all such inquiries and to furnish all such accounts in regard to the scheme as may be made or required by the registrar of friendly societies.

(7) The chief registrar of friendly societies shall include in his annual report the particulars of the proceedings of the registrar under this act.

(8) The chief registrar of friendly societies may make regulations for the purpose of carrying this section into effect.

4. — (1) Where any person (in this section referred to as the principal,) in the course of or for the purposes of his trade or business,

contracts with any other person (in this section referred to as the contractor) for the execution by or under the contractor of the whole or any part of any work undertaken by the principal, the principal shall be liable to pay to any workman employed in the execution of the work any compensation under this act which he would have been liable to pay if that workman had been immediately employed by him; and where compensation is claimed from or proceedings are taken against the principal, then, in the application of this act, references to the principal shall be substituted for references to the employer, except that the amount of compensation shall be calculated with reference to the earnings of the workman under the employer by whom he is immediately employed:

Provided that, where the contract relates to threshing, plowing, or other agricultural work, and the contractor provides and uses machinery driven by mechanical power for the purpose of such work, he and he alone shall be liable under this act to pay compensation to any workman employed by him on such work.

(2) Where the principal is liable to pay compensation under this section, he shall be entitled to be indemnified by any person who would have been liable to pay compensation to the workman independently of this section, and all questions as to the right to and amount of any such indemnity shall in default of agreement be settled by arbitration under this act.

(3) Nothing in this section shall be construed as preventing a workman recovering compensation under this act from the contractor instead of the principal.

(4) This section shall not apply in any case where the accident occurred elsewhere than on, or in, or about premises on which the principal has undertaken to execute the work or which are otherwise under his control or management.

5. — (1) Where any employer has entered into a contract with any insurers in respect of any liability under this act to any workman, then, in the event of the employer becoming bankrupt, or making a composition or arrangement with his creditors, or if the employer is a company in the event of the company having commenced to be wound up, the rights of the employer against the insurers as respects that liability shall, notwithstanding anything in the enactments relating to bankruptcy and the winding up of companies, be transferred to and vest in the workman, and upon any such transfer the insurers shall have the same rights and remedies and be subject to the same liabilities as if they were the employer, so however that the insurers shall not be under any greater liability to the workman than they would have been under to the employer.

(2) If the liability of the insurers to the workman is less than the liability of the employer to the workman, the workman may prove for the balance in the bankruptcy or liquidation.

(3) There shall be included among the debts which under section

one of the Preferential Payments in Bankruptcy Act, 1888, and section four of the Preferential Payments in Bankruptcy (Ireland) Act, 1889, are in the distribution of the property of a bankrupt and in the distribution of the assets of a company being wound up to be paid in priority to all other debts, the amount, not exceeding in any individual case one hundred pounds, due in respect of any compensation the liability wherefor accrued before the date of the receiving order or the date of the commencement of the winding up, and those acts and the Preferential Payments in Bankruptcy Amendment Act, 1897, shall have effect accordingly. Where the compensation is a weekly payment, the amount due in respect thereof shall, for the purposes of this provision, be taken to be the amount of the lump sum for which the weekly payment could, if redeemable, be redeemed if the employer made an application for that purpose under the first schedule to this act.

(4) In the case of the winding up of a company within the meaning of the Stannaries Act, 1887, such an amount as aforesaid, if the compensation is payable to a miner or the dependents of a miner, shall have the like priority as is conferred on wages of miners by section nine of that act, and that section shall have effect accordingly.

(5) The provisions of this section with respect to preferences and priorities shall not apply where the bankrupt or the company being wound up has entered into such a contract with insurers as aforesaid.

(6) This section shall not apply where a company is wound up voluntarily merely for the purposes of reconstruction or of amalgamation with another company.

6. Where the injury for which compensation is payable under this act was caused under circumstances creating a legal liability in some person other than the employer to pay damages in respect thereof —

(1) The workman may take proceedings both against that person to recover damages and against any person liable to pay compensation under this act for such compensation, but shall not be entitled to recover both damages and compensation; and

(2) If the workman has recovered compensation under this act, the person by whom the compensation was paid, and any person who has been called on to pay an indemnity under the section of this act relating to subcontracting, shall be entitled to be indemnified by the person so liable to pay damages as aforesaid, and all questions as to the right to and amount of any such indemnity shall, in default of agreement, be settled by action, or, by consent of the parties, by arbitration under this act.

7. — (1) This act shall apply to masters, seamen, and apprentices to the sea service and apprentices in the sea-fishing service, provided that such persons are workmen within the meaning of this act, and are members of the crew of any ship registered in the United Kingdom, or of any other British ship or vessel of which the owner, or (if there

is more than one owner) the managing owner, or manager resides or has his principal place of business in the United Kingdom, subject to the following modifications:

(a) The notice of accident and the claim for compensation may, except where the person injured is the master, be served on the master of the ship as if he were the employer, but where the accident happened and the incapacity commenced on board the ship it shall not be necessary to give any notice of the accident:

(b) In the case of the death of the master, seaman, or apprentice, the claim for compensation shall be made within six months after news of the death has been received by the claimant:

(c) Where an injured master, seaman, or apprentice is discharged or left behind in a British possession or in a foreign country, depositions respecting the circumstances and nature of the injury may be taken by any judge or magistrate in the British possession, and by any British consular officer in the foreign country, and if so taken shall be transmitted by the person by whom they are taken to the Board of Trade, and such deposition or certified copies thereof shall in any proceedings for enforcing the claim be admissible in evidence as provided by sections six hundred and ninety-one and six hundred and ninety-five of the Merchant Shipping Act, 1894, and those sections shall apply accordingly:

(d) In the case of the death of a master, seaman, or apprentice, leaving no dependents, no compensation shall be payable, if the owner of the ship is under the Merchant Shipping Act, 1894, liable to pay the expenses of burial:

(e) The weekly payment shall not be payable in respect of the period during which the owner of the ship is, under the Merchant Shipping Act, 1894, as amended by any subsequent enactment, or otherwise, liable to defray the expenses of maintenance of the injured master, seaman, or apprentice:

(f) Any sum payable by way of compensation by the owner of a ship under this act shall be paid in full notwithstanding anything in section five hundred and three of the Merchant Shipping Act, 1894 (which relates to the limitation of a shipowner's liability in certain cases of loss of life, injury, or damage), but the limitation on the owner's liability imposed by that section shall apply to the amount recoverable by way of indemnity under the section of this act relating to remedies both against employer and stranger as if the indemnity were damages for loss of life or personal injury: .

(g) Subsections (2) and (3) of section one hundred and seventy-four of the Merchant Shipping Act, 1894 (which relates to the recovery of wages of seamen lost with their ship), shall apply as respects proceedings for the recovery of compensation by dependents of masters,



seamen, and apprentices lost with their ship as they apply with respect to proceedings for the recovery of wages due to seamen and apprentices; and proceedings for the recovery of compensation shall in such a case be maintainable if the claim is made within eighteen months of the date at which the ship is deemed to have been lost with all hands:

(2) This act shall not apply to such members of the crew of a fishing vessel as are remunerated by shares in the profits or the gross earnings of the working of such vessel.

(3) This section shall extend to pilots to whom Part X. of the Merchant Shipping Act, 1894, applies, as if a pilot when employed on any such ship as aforesaid were a seaman and a member of the crew.

8. — (1) Where —

(i) the certifying surgeon appointed under the Factory and Workshop Act, 1901, for the district in which a workman is employed certifies that the workman is suffering from a disease mentioned in the third schedule to this act and is thereby disabled from earning full wages at the work at which he was employed; or

(ii) a workman is, in pursuance of any special rules or regulations made under the Factory and Workshop Act, 1901, suspended from his usual employment on account of having contracted any such disease; or

(iii) the death of a workman is caused by any such disease; and the disease is due to the nature of any employment in which the workman was employed at any time within the twelve months previous to the date of the disablement or suspension, whether under one or more employers, he or his dependents shall be entitled to compensation under this act as if the disease or such suspension as aforesaid were a personal injury by accident arising out of and in the course of that employment, subject to the following modifications: —

(a) The disablement or suspension shall be treated as the happening of the accident;

(b) If it is proved that the workman has at the time of entering the employment willfully and falsely represented himself in writing as not having previously suffered from the disease, compensation shall not be payable;

(c) The compensation shall be recoverable from the employer who last employed the workman during the said twelve months in the employment to the nature of which the disease was due:

Provided that —

(i) the workman or his dependents if so required shall furnish that employer with such information as to the names and addresses of all other employers who employed him in the employment during the said twelve months as he or they may possess, and, if such information is not furnished, or is not sufficient to enable that employer to take proceedings under the next following proviso, that employer upon proving

that the disease was not contracted whilst the workman was in his employment shall not be liable to pay compensation; and

(ii) if that employer alleges that the disease was in fact contracted whilst the workman was in the employment of some other employer, and not whilst in his employment, he may join such other employer as a party to the arbitration, and if the allegation is proved that other employer shall be the employer from whom the compensation is to be recoverable; and

(iii) if the disease is of such a nature as to be contracted by a gradual process, any other employers who during the said twelve months employed the workman in the employment to the nature of which the disease was due shall be liable to make to the employer from whom compensation is recoverable such contributions as, in default of agreement, may be determined in the arbitration under this act for settling the amount of the compensation;

(d) The amount of the compensation shall be calculated with reference to the earnings of the workman under the employer from whom the compensation is recoverable;

(e) The employer to whom notice of the death, disablement, or suspension is to be given shall be the employer who last employed the workman during the said twelve months in the employment to the nature of which the disease was due, and the notice may be given notwithstanding that the workman has voluntarily left his employment.

(f) If an employer or a workman is aggrieved by the action of a certifying or other surgeon in giving or refusing to give a certificate of disablement or in suspending or refusing to suspend a workman for the purposes of this section, the matter shall in accordance with regulations made by the secretary of state be referred to a medical referee, whose decision shall be final.

(2) If the workman at or immediately before the date of the disablement or suspension was employed in any process mentioned in the second column of the third schedule to this act, and the disease contracted is the disease in the first column of that schedule set opposite the description of the process, the disease, except where the certifying surgeon certifies that in his opinion the disease was not due to the nature of the employment, shall be deemed to have been due to the nature of that employment, unless the employer proves the contrary.

(3) The secretary of state may make rules regulating the duties and fees of certifying and other surgeons (including dentists) under this section.

(4) For the purposes of this section the date of disablement shall be such date as the certifying surgeon certifies as the date on which the disablement commenced, or, if he is unable to certify such a date, the date on which the certificate is given:

Provided that —

(a) Where the medical referee allows an appeal against a refusal by a certifying surgeon to give a certificate of disablement, the date of disablement shall be such date as the medical referee may determine:

(b) Where a workman dies without having obtained a certificate of disablement, or is at the time of death not in receipt of a weekly payment on account of disablement, it shall be the date of death.

(5) In such cases, and subject to such conditions as the secretary of state may direct, a medical practitioner appointed by the secretary of state for the purpose shall have the powers and duties of a certifying surgeon under this section, and this section shall be construed accordingly.

(6) The secretary of state may make orders for extending the provisions of this section to other diseases and other processes, and to injuries due to the nature of any employment specified in the order not being injuries by accident, either without modification or subject to such modifications as may be contained in the order.

(7) Where, after inquiry held on the application of any employers or workmen engaged in any industry to which this section applies, it appears that a mutual trade insurance company or society for insuring against risks under this section has been established for the industry, and that a majority of the employers engaged in that industry are insured against such risks in the company or society and that the company or society consents, the secretary of state may, by provisional order, require all employers in that industry to insure in the company or society upon such terms and under such conditions and subject to such exceptions as may be set forth in the order. Where such a company or society has been established, but is confined to employers in any particular locality or of any particular class, the secretary of state may for the purposes of this provision treat the industry, as carried on by employers in that locality or of that class, as a separate industry.

(8) A provisional order made under this section shall be of no force whatever unless and until it is confirmed by Parliament, and if, while the bill confirming any such order is pending in either House or Parliament, a petition is presented against the order, the bill may be referred to a select committee, and the petitioner shall be allowed to appear and oppose as in the case of private bills, and any act confirming any provisional order under this section may be repealed, altered, or amended by a provisional order made and confirmed in like manner.

(9) Any expenses incurred by the secretary of state in respect of any such order, provisional order, or confirming bill shall be defrayed out of moneys provided by Parliament.

(10) Nothing in this section shall affect the rights of a workman to recover compensation in respect of a disease to which this section does not apply, if the disease is a personal injury by accident within the meaning of this act.

9. — (1) This act shall not apply to persons in the naval or military

service of the Crown, but otherwise shall apply to workmen employed by or under the Crown to whom this act would apply if the employer were a private person:

Provided that in the case of a person employed in the private service of the Crown, the head of that department of the royal household in which he was employed at the time of the accident shall be deemed to be his employer.

(2) The treasury may, by warrant laid before Parliament, modify for the purposes of this act their warrant made under section one of the Superannuation Act, 1887, and notwithstanding anything in that act, or any such warrant, may frame schemes with a view to their being certified by the registrar of friendly societies under this act.

10. — (1) The secretary of state may appoint such legally qualified medical practitioners to be medical referees for the purposes of this act as he may, with the sanction of the treasury, determine, and the remuneration of, and other expenses incurred by, medical referees under this act shall, subject to regulations made by the treasury, be paid out of moneys provided by Parliament.

Where a medical referee has been employed as a medical practitioner in connection with any case by or on behalf of an employer or workman or by any insurers interested, he shall not act as medical referee in that case.

(2) The remuneration of an arbitrator appointed by a judge of county courts under the second schedule to this act shall be paid out of moneys provided by Parliament in accordance with regulations made by the treasury.

11. — (1) If it is alleged that the owners of any ship are liable as such owners to pay compensation under this act, and at any time that ship is found in any port or river of England or Ireland, or within three miles of the coast thereof, a judge of any court of record in England or Ireland may, upon its being shown to him by any person applying in accordance with the rules of the court that the owners are probably liable as such to pay such compensation, and that none of the owners reside in the United Kingdom, issue an order directed to any officer of customs or other officer named by the judge requiring him to detain the ship until such time as the owners, agent, master, or consignee thereof have paid such compensation, or have given security, to be approved by the judge, to abide the event of any proceedings that may be instituted to recover such compensation and to pay such compensation and costs as may be awarded thereon; and any officer of customs or other officer to whom the order is directed shall detain the ship accordingly.

(2) In any legal proceeding to recover such compensation, the person giving security shall be made defendant, and the production of the order of the judge, made in relation to the security, shall be conclusive evidence of the liability of the defendant to the proceeding.



(3) Section six hundred and ninety-two of the Merchant Shipping Act, 1894, shall apply to the detention of a ship under this act as it applies to the detention of a ship under that act, and, if the owner of a ship is a corporation, it shall for the purposes of this section be deemed to reside in the United Kingdom if it has an office in the United Kingdom at which service of writs can be effected.

12. — (1) Every employer in any industry to which the secretary of state may direct that this section shall apply shall, on or before such day in every year as the secretary of state may direct, send to the secretary of state a correct return specifying the number of injuries in respect of which compensation has been paid by him under this act during the previous year, and the amount of such compensation, together with such other particulars as to the compensation as the secretary of state may direct, and in default of complying with this section shall be liable on conviction under the Summary Jurisdiction Acts to a fine not exceeding five pounds [\$24.33].

(2) Any regulations made by the secretary of state containing such directions as aforesaid shall be laid before both Houses of Parliament as soon as may be after they are made.

13. In this act, unless the context otherwise requires, —

“Employer” includes any body of persons corporate or unincorporate and the legal personal representative of a deceased employer, and, where the services of a workman are temporarily lent or let on hire to another person by the person with whom the workman has entered into a contract of service or apprenticeship, the latter shall, for the purposes of this act, be deemed to continue to be the employer of the workman whilst he is working for that other person;

“Workman” does not include any person employed otherwise than by way of manual labor whose remuneration exceeds two hundred and fifty pounds [\$1,216.63] a year, or a person whose employment is of a casual nature and who is employed otherwise than for the purposes of the employer’s trade or business, or a member of a police force, or an outworker, or a member of the employer’s family dwelling in his house, but, save as aforesaid, means any person who has entered into or works under a contract of service or apprenticeship with an employer, whether by way of manual labor, clerical work, or otherwise, and whether the contract is expressed or implied, is oral or in writing;

Any reference to a workman who has been injured shall, where the workman is dead, include a reference to his legal personal representative or to his dependents or other person to whom or for whose benefit compensation is payable;

“Dependents” means such of the members of the workman’s family as were wholly or in part dependent upon the earnings of the workman at the time of his death, or would but for the incapacity due to the accident have been so dependent, and where the workman, being the parent or grandparent of an illegitimate child, leaves such a child so

dependent upon his earnings, or, being an illegitimate child, leaves a parent or grandparent so dependent upon his earnings, shall include such an illegitimate child and parent or grandparent respectively;

"Member of a family" means wife or husband, father, mother, grandfather, grandmother, step-father, step-mother, son, daughter, grandson, granddaughter, stepson, step-daughter, brother, sister, half-brother, half-sister;

"Ship," "vessel," "seaman," and "port" have the same meanings as in the Merchant Shipping Act, 1894;

"Manager," in relation to a ship, means the ship's husband or other person to whom the management of the ship is entrusted by or on behalf of the owner;

"Police force" means a police force to which the Police Act, 1890, or the Police (Scotland) Act, 1890, applies, the City of London Police Force, the Royal Irish Constabulary, and the Dublin Metropolitan Police Force;

"Outworker" means a person to whom articles or materials are given out to be made up, cleaned, washed, altered, ornamented, finished, or repaired, or adapted for sale, in his own home or on other premises not under the control or management of the person who gave out the materials or articles;

The exercise and performance of the powers and duties of a local or other public authority shall, for the purposes of this act, be treated as the trade or business of the authority;

"County court," "judge of the county court," "registrar of the county court," "plaintiff," and "rules of court," as respects Scotland, mean respectively sheriff court, sheriff, sheriff clerk, pursuer, and act of sederunt.

14. In Scotland, where a workman raises an action against his employer independently of this act in respect of any injury caused by accident arising out of and in the course of the employment, the action, if raised in the sheriff court and concluding for damages under the Employers' Liability Act, 1880, or alternatively at common law or under the Employers' Liability Act, 1880, shall, notwithstanding anything contained in that act, not be removed under that act or otherwise to the court of session, nor shall it be appealed to that court otherwise than by appeal on a question of law; and for the purposes of such appeal the provisions of the second schedule to this act in regard to an appeal from the decision of the sheriff on any question of law determined by him as arbitrator under this act shall apply.

15. — (1) Any contract (other than a contract substituting the provisions of a scheme certified under the Workmen's Compensation Act, 1897, for the provisions of that act) existing at the commencement of this act, whereby a workman relinquishes any right to compensation from the employer for personal injury arising out of and in the course of his employment, shall not, for the purposes of this act, be deemed

to continue after the time at which the workman's contract of service would determine if notice of the determination thereof were given at the commencement of this act.

(2) Every scheme under the Workmen's Compensation Act, 1897, in force at the commencement of this act shall, if recertified by the registrar of friendly societies, have effect as if it were a scheme under this act.

(3) The registrar shall recertify any such scheme if it is proved to his satisfaction that the scheme conforms, or has been so modified as to conform, with the provisions of this act as to schemes.

(4) If any such scheme has not been so recertified before the expiration of six months from the commencement of this act, the certificate thereof shall be revoked.

16. — (1) This act shall come into operation on the first day of July, nineteen hundred and seven, but, except so far as it relates to references to medical referees, and proceedings consequential thereon, shall not apply in any case where the accident happened before the commencement of this act.

(2) The Workmen's Compensation Acts, 1897 and 1900, are hereby repealed, but shall continue to apply to cases where the accident happened before the commencement of this act, except to the extent to which this act applies to those cases.

17. This act may be cited as the Workmen's Compensation Act, 1906.

#### FIRST SCHEDULE.

##### *Scale and Conditions of Compensation.*

(1) The amount of compensation under this act shall be —

(a) where death results from the injury —

(i) if the workman leaves any dependents wholly dependent upon his earnings, a sum equal to his earnings in the employment of the same employer during the three years next preceding the injury, or the sum of one hundred and fifty pounds [\$729.98], whichever of those sums is the larger, but not exceeding in any case three hundred pounds [\$1,459.95], provided that the amount of any weekly payments made under this act, and any lump sum paid in redemption thereof, shall be deducted from such sum, and, if the period of the workman's employment by the said employer has been less than the said three years, then the amount of his earnings during the said three years shall be deemed to be one hundred and fifty-six times his average weekly earnings during the period of his actual employment under the said employer;

(ii) if the workman does not leave any such dependents, but leaves any dependents in part dependent upon his earnings, such sum, not exceeding in any case the amount payable under the foregoing provisions, as may be agreed upon, or, in default of agreement, may be determined, on arbitration under this act, to be reasonable and proportionate to the injury to the said dependents; and

(iii) if he leaves no dependents, the reasonable expenses of his medical attendance and burial, not exceeding ten pounds [\$48.67];

(b) where total or partial incapacity for work results from the injury, a weekly payment during the incapacity not exceeding fifty per cent of his average weekly earnings during the previous twelve months, if he has been so long employed, but if not then for any less period during which he has been in the employment of the same employer, such weekly payment not to exceed one pound [\$4.87];

Provided that—

(a) if the incapacity lasts less than two weeks no compensation shall be payable in respect of the first week; and

(b) as respects the weekly payments during total incapacity of a workman who is under twenty-one years of age at the date of the injury, and whose average weekly earnings are less than twenty shillings [\$4.87], one hundred per cent shall be substituted for fifty per cent of his average weekly earnings, but the weekly payment shall in no case exceed ten shillings [\$2.43].

(2) For the purposes of the provisions of this schedule relating to “earnings” and “average weekly earnings” of a workman, the following rules shall be observed:—

(a) average weekly earnings shall be computed in such manner as is best calculated to give the rate per week at which the workman was being remunerated. Provided that where by reason of the shortness of the time during which the workman has been in the employment of his employer, or the casual nature of the employment, or the terms of the employment, it is impracticable at the date of the accident to compute the rate of remuneration, regard may be had to the average weekly amount which, during the twelve months previous to the accident, was being earned by a person in the same grade employed at the same work by the same employer, or, if there is no person so employed, by a person in the same grade employed in the same class of employment and in the same district;

(b) where the workman had entered into concurrent contracts of service with two or more employers under which he worked at one time for one such employer and at another time for another such employer, his average weekly earnings shall be computed as if his earnings under all such contracts were earnings in the employment of the employer for whom he was working at the time of the accident;

(c) employment by the same employer shall be taken to mean employment by the same employer in the grade in which the workman was employed at the time of the accident, uninterrupted by absence from work due to illness or any other unavoidable cause;

(d) where the employer has been accustomed to pay to the workman a sum to cover any special expenses entailed on him by the nature of his employment, the sum so paid shall not be reckoned as part of the earnings.



(3) In fixing the amount of the weekly payment, regard shall be had to any payment, allowance, or benefit which the workman may receive from the employer during the period of his incapacity, and in the case of partial incapacity the weekly payment shall in no case exceed the difference between the amount of the average weekly earnings of the workman before the accident and the average weekly amount which he is earning or is able to earn in some suitable employment or business after the accident, but shall bear such relation to the amount of that difference as under the circumstances of the case may appear proper.

(4) Where a workman has given notice of an accident, he shall, if so required by the employer, submit himself for examination by a duly qualified medical practitioner provided and paid by the employer, and, if he refuses to submit himself to such examination, or in any way obstructs the same, his right to compensation, and to take or prosecute any proceeding under this act in relation to compensation, shall be suspended until such examination has taken place.

(5) The payment in the case of death shall, unless otherwise ordered as hereinafter provided, be paid into the county court, and any sum so paid into court shall, subject to rules of court and the provisions of this schedule, be invested, applied, or otherwise dealt with by the court in such manner as the court in its discretion thinks fit for the benefit of the persons entitled thereto under this act, and the receipt of the registrar of the court shall be a sufficient discharge in respect of the amount paid in:

Provided that, if so agreed, the payment in case of death shall, if the workman leaves no dependents, be made to his legal personal representative, or, if he has no such representative, to the person to whom the expenses of medical attendance and burial are due.

(6) Rules of court may provide for the transfer of money paid into court under this act from one court to another, whether or not the court from which it is to be transferred is in the same part of the United Kingdom as the court to which it is to be transferred.

(7) Where a weekly payment is payable under this act to a person under any legal disability, a county court may, on application being made in accordance with rules of court, order that the weekly payment be paid during the disability into court, and the provisions of this schedule with respect to sums required by this schedule to be paid into court shall apply to sums paid into court in pursuance of any such order.

(8) Any question as to who is a dependent shall, in default of agreement, be settled by arbitration under this act, or, if not so settled before payment into court under this schedule, shall be settled by the county court, and the amount payable to each dependent shall be settled by arbitration under this act, or, if not so settled before pay-

ment into court under this schedule, by the county court. Where there are both total and partial dependents nothing in this schedule shall be construed as preventing the compensation being allotted partly to the total and partly to the partial dependents.

(9) Where, on application being made in accordance with rules of court, it appears to a county court that, on account of neglect of children on the part of a widow, or on account of the variation of the circumstances of the various dependents, or for any other sufficient cause, an order of the court or an award as to the apportionment amongst the several dependents of any sum paid as compensation, or as to the manner in which any sum payable to any such dependent is to be invested, applied, or otherwise dealt with, ought to be varied, the court may make such order for the variation of the former order or the award, as in the circumstances of the case the court may think just.

(10) Any sum which under this schedule is ordered to be invested may be invested in whole or in part in the Post Office Savings Bank by the registrar of the county court in his name as registrar.

(11) Any sum to be so invested may be invested in the purchase of an annuity from the national debt commissioners through the Post Office Savings Bank, or be accepted by the postmaster-general as a deposit in the name of the registrar as such, and the provisions of any statute or regulations respecting the limits of deposits in savings banks, and the declaration to be made by a depositor, shall not apply to such sums.

(12) No part of any money invested in the name of the registrar of any county court in the Post Office Savings Bank under this act shall be paid out, except upon authority addressed to the postmaster-general by the treasury or, subject to regulations of the treasury, by the judge or registrar of the county court.

(13) Any person deriving any benefit from any moneys invested in a post office savings bank under the provisions of this act may, nevertheless, open an account in a post office savings bank or in any other savings bank in his own name without being liable to any penalties imposed by any statute or regulations in respect of the opening of accounts in two savings banks, or of two accounts in the same savings bank.

(14) Any workman receiving weekly payments under this act shall, if so required by the employer, from time to time submit himself for examination by a duly qualified medical practitioner provided and paid by the employer. If the workman refuses to submit himself to such examination, or in any way obstructs the same, his right to such weekly payments shall be suspended until such examination has taken place.

(15) A workman shall not be required to submit himself for examination by a medical practitioner under paragraph (4) or paragraph (14)

of this schedule otherwise than in accordance with regulations made by the secretary of state, or at more frequent intervals than may be prescribed by those regulations.

Where a workman has so submitted himself for examination by a medical practitioner, or has been examined by a medical practitioner selected by himself, and the employer or the workman, as the case may be, has within six days after such examination furnished the other with a copy of the report of that practitioner as to the workman's condition, then, in the event of no agreement being come to between the employer and the workman as to the workman's condition or fitness for employment, the registrar of a county court, on application being made to the court by both parties, may, on payment by the applicants of such fee not exceeding one pound [\$4.87] as may be prescribed, refer the matter to a medical referee.

The medical referee to whom the matter is so referred shall, in accordance with regulations made by the secretary of state, give a certificate as to the condition of the workman and his fitness for employment, specifying, where necessary, the kind of employment for which he is fit, and that certificate shall be conclusive evidence as to the matters so certified.

Where no agreement can be come to between the employer and the workman as to whether or to what extent the incapacity of the workman is due to the accident, the provisions of this paragraph shall, subject to any regulations made by the secretary of state, apply as if the question were a question as to the condition of the workman.

If a workman, on being required so to do, refuses to submit himself for examination by a medical referee to whom the matter has been so referred as aforesaid, or in any way obstructs the same, his right to compensation and to take or prosecute any proceeding under this act in relation to compensation, or, in the case of a workman in receipt of a weekly payment, his right to that weekly payment, shall be suspended until such examination has taken place.

Rules of court may be made for prescribing the manner in which documents are to be furnished or served and applications made under this paragraph and the forms to be used for those purposes and, subject to the consent of the treasury, as to the fee to be paid under this paragraph.

(16) Any weekly payment may be reviewed at the request either of the employer or of the workman, and on such review may be ended, diminished, or increased, subject to the maximum above provided, and the amount of payment shall, in default of agreement, be settled by arbitration under this act:

Provided that where the workman was at the date of the accident under twenty-one years of age and the review takes place more than twelve months after the accident, the amount of the weekly payment



may be increased to any amount not exceeding fifty per cent of the weekly sum which the workman would probably have been earning at the date of the review if he had remained uninjured, but not in any case exceeding one pound [\$4.87].

(17) Where any weekly payment has been continued for not less than six months, the liability therefor may, on application by or on behalf of the employer, be redeemed by the payment of a lump sum of such an amount as, where the incapacity is permanent, would, if invested in the purchase of an immediate life annuity from the national debt commissioners through the Post Office Savings Bank, purchase an annuity for the workman equal to seventy-five per cent of the annual value of the weekly payment, and as in any other case may be settled by arbitration under this act, and such lump sum may be ordered by the committee or arbitrator or judge of the county court to be invested or otherwise applied for the benefit of the person entitled thereto: Provided that nothing in this paragraph shall be construed as preventing agreements being made for the redemption of a weekly payment by a lump sum.

(18) If a workman receiving a weekly payment ceases to reside in the United Kingdom, he shall thereupon cease to be entitled to receive any weekly payment, unless the medical referee certifies that the incapacity resulting from the injury is likely to be of a permanent nature. If the medical referee so certifies, the workman shall be entitled to receive quarterly the amount of the weekly payments accruing due during the preceding quarter so long as he proves, in such manner and at such intervals as may be prescribed by rules of court, his identity and the continuance of the incapacity in respect of which the weekly payment is payable.

(19) A weekly payment, or a sum paid by way of redemption thereof, shall not be capable of being assigned, charged, or attached, and shall not pass to any other person by operation of law, nor shall any claim be set off against the same.

(20) Where under this schedule a right to compensation is suspended no compensation shall be payable in respect of the period of suspension.

(21) Where a scheme certified under this act provides for payment of compensation by a friendly society, the provisions of the proviso to the first sub-section of section eight, section sixteen, and section forty-one of the Friendly Societies Act, 1896, shall not apply to such society in respect of such scheme.

(22) In the application of this act to Ireland the provisions of the County Officers and Courts (Ireland) Act, 1877, with respect to money deposited in the Post Office Savings Bank under that act shall apply to money invested in the Post Office Savings Bank under this act.



## SECOND SCHEDULE.

*Arbitration, &c.*

(1) For the purpose of settling any matter which under this act is to be settled by arbitration, if any committee, representative of any employer and his workmen, exists with power to settle matters under this act in the case of the employer and workmen, the matter shall, unless either party objects by notice in writing sent to the other party before the committee meet to consider the matter, be settled by the arbitration of such committee, or be referred by them in their discretion to arbitration as hereinafter provided.

(2) If either party so objects, or there is no such committee, or the committee so refers the matter or fails to settle the matter within six months from the date of the claim, the matter shall be settled by a single arbitrator agreed on by the parties, or in the absence of agreement by the judge of the county court, according to the procedure prescribed by rules of court.

(3) In England the matter, instead of being settled by the judge of the county court, may, if the lord chancellor so authorizes, be settled according to the like procedure, by a single arbitrator appointed by that judge, and the arbitrator so appointed shall, for the purposes of this act, have all the powers of that judge.

(4) The Arbitration Act, 1889, shall not apply to any arbitration under this act; but a committee or an arbitrator may, if they or he think fit, submit any question of law for the decision of the judge of the county court, and the decision of the judge on any question of law, either on such submission, or in any case where he himself settles the matter under this act, or where he gives any decision or makes any order under this act, shall be final, unless within the time and in accordance with the conditions prescribed by rules of the Supreme Court either party appeals to the court of appeal; and the judge of the county court, or the arbitrator appointed by him, shall, for the purpose of proceedings under this act, have the same powers of procuring the attendance of witnesses and the production of documents as if the proceedings were an action in the county court.

(5) A judge of county courts may, if he thinks fit, summon a medical referee to sit with him as an assessor.

(6) Rules of court may make provision for the appearance in any arbitration under this act of any party by some other person.

(7) The costs of and incidental to the arbitration and proceedings connected therewith shall be in the discretion of the committee, arbitrator, or judge of the county court, subject as respects such judge and an arbitrator appointed by him to rules of court. The costs, whether before a committee or an arbitrator or in the county court, shall not exceed the limit prescribed by rules of court, and shall be

taxed in manner prescribed by those rules and such taxation may be reviewed by the judge of the county court.

(8) In the case of the death, or refusal or inability to act, of an arbitrator, the judge of the county court may, on the application of any party, appoint a new arbitrator.

(9) Where the amount of compensation under this act has been ascertained, or any weekly payment varied, or any other matter decided under this act, either by a committee or by an arbitrator or by agreement, a memorandum thereof shall be sent, in manner prescribed by rules of court, by the committee or arbitrator, or by any party interested, to the registrar of the county court who shall, subject to such rules, on being satisfied as to its genuineness, record such memorandum in a special register without fee, and thereupon the memorandum shall for all purposes be enforceable as a county court judgment.

Provided that —

(a) no such memorandum shall be recorded before seven days after the despatch by the registrar of notice to the parties interested; and

(b) where a workman seeks to record a memorandum of agreement between his employer and himself for the payment of compensation under this act and the employer, in accordance with rules of court, proves that the workman has in fact returned to work and is earning the same wages as he did before the accident, and objects to the recording of such memorandum, the memorandum shall only be recorded, if at all, on such terms as the judge of the county court, under the circumstances, may think just; and

(c) the judge of the county court may at any time rectify the register; and

(d) where it appears to the registrar of the county court, on any information which he considers sufficient, that an agreement as to the redemption of a weekly payment by a lump sum, or an agreement as to the amount of compensation payable to a person under any legal disability, or to dependents, ought not to be registered by reason of the inadequacy of the sum or amount, or by reason of the agreement having been obtained by fraud or undue influence, or other improper means, he may refuse to record the memorandum of the agreement sent to him for registration; and refer the matter to the judge who shall, in accordance with rules of court, make such order (including an order as to any sum already paid under the agreement) as under the circumstances he may think just; and

(e) The judge may, within six months after a memorandum of an agreement as to the redemption of a weekly payment by a lump sum, or of an agreement as to the amount of compensation payable to a person under any legal disability, or to dependents, has been recorded in the register, order that the record be removed from the register on proof to his satisfaction that the agreement was obtained by fraud or undue influence or other improper means, and may make such order

(including an order as to any sum already paid under the agreement) as under the circumstances he may think just.

(10) An agreement as to the redemption of a weekly payment by a lump sum if not registered in accordance with this act shall not, nor shall the payment of the sum payable under the agreement, exempt the person by whom the weekly payment is payable from liability to continue to make that weekly payment, and an agreement as to the amount of compensation to be paid to a person under a legal disability or to dependents, if not so registered, shall not, nor shall the payment of the sum payable under the agreement, exempt the person by whom the compensation is payable from liability to pay compensation, unless, in either case, he proves that the failure to register was not due to any neglect or default on his part.

(11) Where any matter under this act is to be done in a county court, or by, to, or before the judge or registrar of a county court, then, unless the contrary intention appear, the same shall, subject to rules of court, be done in, or by, to, or before the judge or registrar of, the county court of the district in which all the parties concerned reside, or if they reside in different districts the district prescribed by rules of court, without prejudice to any transfer in manner provided by rules of court.

(12) The duty of a judge of county courts under this act, or in England of an arbitrator appointed by him, shall, subject to rules of court, be part of the duties of the county court, and the officers of the court shall act accordingly, and rules of court may be made both for any purpose for which this act authorizes rules of court to be made, and also generally for carrying into effect this act so far as it affects the county court, or an arbitrator appointed by the judge of the county court, and proceedings in the county court or before any such arbitrator, and such rules may, in England, be made by the five judges of county courts appointed for the making of rules under section one hundred and sixty-four of the County Courts Act, 1888, and when allowed by the lord chancellor, as provided by that section, shall have full effect without any further consent.

(13) No court fee, except such as may be prescribed under paragraph (15) of the first schedule to this act, shall be payable by any party in respect of any proceedings by or against a workman under this act in the court prior to the award.

(14) Any sum awarded as compensation shall, unless paid into court under this act, be paid on the receipt of the person to whom it is payable under any agreement or award, and the solicitor or agent of a person claiming compensation under this act shall not be entitled to recover from him any costs in respect of any proceedings in an arbitration under this act, or to claim a lien in respect of such costs on, or deduct such costs from, the sum awarded or agreed as compensation, except such sum as may be awarded by the committee, the arbitrator,

or the judge of the county court, on an application made either by the person claiming compensation, or by his solicitor or agent, to determine the amount of costs to be paid to the solicitor or agent, such sum to be awarded subject to taxation and to the scale of costs prescribed by rules of court.

(15) Any committee, arbitrator, or judge may, subject to regulations made by the secretary of state and the treasury, submit to a medical referee for report any matter which seems material to any question arising in the arbitration.

(16) The secretary of state may, by order, either unconditionally or subject to such conditions or modifications as he may think fit, confer on any committee representative of an employer and his workmen, as respects any matter in which the committee act as arbitrators, or which is settled by agreement submitted to and approved by the committee, all or any of the powers conferred by this act exclusively on county courts or judges of county courts, and may by the order provide how and to whom the compensation money is to be paid in cases where, but for the order, the money would be required to be paid into court, and the order may exclude from the operation of provisos (*d*) and (*e*) of paragraph (9) of this schedule agreements submitted to and approved by the committee, and may contain such incidental, consequential, or supplemental provisions as may appear to the secretary of state to be necessary or proper for the purposes of the order.

(17) In the application of this schedule to Scotland —

(a) "County court judgment" as used in paragraph (9) of this schedule means a recorded decree arbitral:

(b) Any application to the sheriff as arbitrator shall be heard, tried, and determined summarily in the manner provided by section fifty-two of the Sheriff Courts (Scotland) Act, 1876, save only that parties may be represented by any person authorized in writing to appear for them and subject to the declaration that it shall be competent to either party within the time and in accordance with the conditions prescribed by act of sederunt to require the sheriff to state a case on any question of law determined by him, and his decision thereon in such case may be submitted to either division of the court of session, who may hear and determine the same and remit to the sheriff with instruction as to the judgment to be pronounced, and an appeal shall lie from either of such divisions to the House of Lords.

(c) Paragraphs (3), (4), and (8) shall not apply.

(18) In the application of this schedule to Ireland the expression "judge of the county court" shall include the recorder of any city or town, and an appeal shall lie from the court of appeal to the House of Lords.



## THIRD SCHEDULE.

Description of disease.	Description of process
Anthrax, . . . . .	Handling of wool, hair, bristles, hides, and skins.
Lead poisoning or its sequelæ, . . . .	Any process involving the use of lead or its preparations or compounds.
Mercury poisoning or its sequelæ, . . .	Any process involving the use of mercury or its preparations or compounds.
Phosphorus poisoning or its sequelæ, . .	Any process involving the use of phosphorus or its preparations or compounds.
Arsenic poisoning or its sequelæ, . . . .	Any process involving the use of arsenic or its preparations or compounds.
Ankylostomiasis, . . . . .	Mining.

Where regulations or special rules made under any act of Parliament for the protection of persons employed in any industry against the risk of contracting lead poisoning require some or all of the persons employed in certain processes specified in the regulations or special rules to be periodically examined by a certifying or other surgeon, then, in the application of this schedule to that industry, the expression "process" shall, unless the secretary of state otherwise directs, include only the processes so specified.

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PART III.

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INDUSTRIAL OPPORTUNITIES

NOT YET UTILIZED

IN MASSACHUSETTS.

(SECOND REPORT.)



## PART III.

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### INDUSTRIAL OPPORTUNITIES NOT YET UTILIZED IN MASSACHUSETTS.

(SECOND REPORT.)

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The law creating the Bureau of Statistics of Labor having authorized it to undertake such investigations as will tend to increase the permanent prosperity of the industries of the Commonwealth, the Bureau in 1905 decided to gather information for a report which would show to what extent the industrial opportunities of Massachusetts remain unutilized. It was assumed that the cities had taken quite general advantage of their opportunities in this respect and the inquiry was accordingly confined to the 321 towns of the State, to each of which a circular letter was sent seeking information relative to land, water power, tax rebate, raw materials, natural products, available "help," railroad facilities, kind of business best suited to the town, water supply, light, electric railways, summer resorts, and idle factories.

When returns had been received from 231 towns, the results were published in a pamphlet which comprised Part IV of the Annual Report of the Bureau for 1905. Subsequently efforts were made to obtain returns from the 90 towns which did not answer the inquiries when first sent out. This attempt has been successful to the extent that 66 additional towns sent in replies. The Bureau feels justified in issuing a supplementary report giving the information in detail for these towns, and in order that the complete results of the entire investigation may be presented comprehensively and in a form most convenient for reference, it has been decided to give in tabular form in this report, not merely the information obtained since the former report was issued, but the data of all the 297 towns (92.52 per



cent) which have supplied the information originally asked for. The 24 towns not included in the returns turned out 1.84 per cent of the manufactured product of the State in 1905. These towns are:

Belmont,	Essex,	Southwick,
Carlisle,	Gosnold,	Spencer,
Chelmsford,	Granville,	Sturbridge,
Clarksburg,	Hanover,	Sutton,
Cummington,	Lincoln,	Swampscott,
Dennis,	Ludlow,	West Bridgewater,
Dudley,	Montgomery,	West Springfield,
Enfield,	Peru,	Winchester.

The schedule of inquiries which was sent to the chairman of the Board of Selectmen of each town was in the following form:

1. *Land.* (How much land have you suitable for manufacturing or business purposes? How far is it located from the nearest railroad?)
2. *Water Power.* (Have you a supply of water power? What is the estimated horse-power not yet utilized?)
3. *Tax Rebate.* (Does your town make, or would it make, a rebate upon taxes in case new manufactories were put up, and how long would this rebate or exemption last?)
4. *Raw Materials.* (Does your town supply raw materials that could be used for canning — such as fruits, vegetables, fish, etc.?)
5. *Natural Products.* (Is your town supplied with clay, sand, peat, lumber, etc.?)
6. *Available "Help."* (Can help be secured in your town or adjacent towns? Give the estimated number of men, women, and young persons who would like employment. Could they work the entire year?)
7. *Railroad Facilities.* (Give names of railroads and stations, and whether there are good facilities for the receipt and shipment of freight.)
8. *Kind of Business.* (What kinds of business would, in your opinion, be best suited to your town?)
9. *Water Supply.* (Have you a good water supply for household and manufacturing purposes?)
10. *Light.* (Is your town supplied with gas or electric light plants?)
11. *Electric Railways.* (Have you electric railways connecting your town with other towns or cities?)

12. *Summer Resorts.* (Is your town a summer resort, or can it be made one? How many hotels and how many boarding houses in your town receive guests during the summer season? Give the estimated number that could be accommodated at the present time, and the estimated number of those who were accommodated during the last summer season.)
13. *Idle Factories, Mills, or Workshops.*

Since the publication of the first report of the Bureau on this subject, the interest in it has broadened and its great importance has been generally recognized. On April 12, 1907, His Excellency, the Governor, transmitted a special message to the Legislature in which he said:

The brilliant prosperity of cotton mills on tide water suggests another field for investigation in the possibility of developing tide water lands for manufacturing purposes. We are spending money freely and wisely in the Metropolitan District in developing certain river fronts as parks. Why not spend a little in developing certain river banks and waste land on tide water for manufacturing purposes? May we not create opportunities for mills built on sea water, that fuel and material may be hoisted direct from the coal barge and the steamer or at least from the lighter into the mill? The saving thus effected in transportation would mean the difference between loss and high profit.

The encouragement by development of water powers or otherwise of the smaller industries, the development of the small shop requiring but a modest investment but high industrial skill, is also worthy of examination.

Governor Guild concluded his message by recommending the creation of a commission for the further investigation of the subject; this was authorized by the Legislature, and the commission duly appointed.

### Summary of Returns.

Following is a summary of the replies received to the inquiries of the schedule from the 297 towns reporting:

1. In reply to the question, "Is there land suitable for manufacturing purposes?" 268 towns answered that there was, including 112 towns which stated the amount of land. There were 156 towns which answered "yes," while 15 towns did not reply to the inquiry. The number of acres available for manu-

facturing purposes as reported by the 112 towns was 43,150½, or nearly 67½ square miles.

There were 139 towns which reported the available land located "near" the railroad; 55 towns did not state the distance; while 88 towns gave exact distances from the railroad station.

2. The inquiry, "Is there water power not yet utilized?" was answered by 168 towns which reported that they had water power not yet utilized. Of this number, 67 returned the amount of horse-power not yet utilized as amounting, at a fair approximation, to 41,015. There were 107 towns which reported "no," and nine towns did not answer the question.

3. The inquiry as to the attitude of the towns upon the question of allowing rebates upon taxes as an inducement to attract manufacturing enterprises brought forth, as might have been expected, a wide diversity of replies which did not permit a very broad classification. Only 13 of the 283 towns replying categorically responded "Yes," while 53 responded "No." The range of replies from the remaining towns embraced almost every conceivable modification of an affirmative or negative answer. These are set forth as nearly as they could be classified in Table VIII, appended to which is a summary from which it appears that 104 towns have in the past allowed rebates or are in favor of doing so, while 17 state that they are not in favor of making rebates, and 17 content themselves with the statement that to do so would, in their opinion, be unlawful; 118 towns say that they never have made rebates and 27 express uncertainty as to what action the town would take if the matter were brought up for a definite decision.

4. As regards raw materials, 71 towns reported that they did not supply any kind; 16 towns supply some but not to any extent; 32 towns stated that they could supply but did not specify the kind; 134 towns supply fruits; 130 towns supply vegetables; 20 towns supply fish; three towns supply tobacco; and 13 towns did not answer.

5. The natural products include clay, sand, gravel, peat, stone of various kinds, trap rock, and lumber.

6. Of the 281 towns considered, 126 reported that help could be obtained to work the entire year, but did not specify any particular number; in 79 towns, reporting numbers, the

total is approximately 22,046. If there are 22,000 persons in 79 towns whose services can be obtained for continuous employment, it is obvious that many of them are employed only occasionally at the present time; their regular employment would add materially to the manufacturing output of the State. There were 63 towns which stated that there was no available help in the town.

7. In 230 towns, 621 railroad stations were reported, while five towns had steamboat landings; 50 towns were not directly located on any railroad.

8. Of the towns wanting specified industries, there were 58 which were desirous of having boot and shoe factories located therein; 15 wanted box factories; 48, canneries, the raw materials being close at hand; 18 desired cotton mills; 17, machine shops; seven, paper mills; 22, manufactories for wooden goods; 31, woolen mills; while 22 wanted hotels for the accommodation of summer boarders.

9. There were 234 towns which reported a good supply of water for household purposes; in 47 towns the supply was not good; while for eight towns no definite statement was received. There were 170 towns which reported a good supply of water for manufacturing purposes; 72 towns did not possess such a supply; while 47 towns failed to answer the inquiry definitely.

10. As regards gas plants, 64 towns replied that they were so supplied; 160 did not possess them; while 65 towns did not reply definitely. Electric light plants were in operation in 115 towns; 164 towns had no plants; while 10 towns did not answer the inquiry.

11. There were 180 towns supplied with electric railways; 108 not so supplied; while one did not answer the inquiry.

12. The number of towns answering the inquiry as to whether the town was a summer resort was 285; the number of hotels reported was 343 and the number of boarding houses, 372. There were 63 towns which reported that, although they were not summer resorts, they could be made such. There were 131 towns which reported the number of guests which were accommodated during the previous season, or could be accommodated; the approximate number was 71,450.

13. The number of towns that reported idle workshops or factories was 92.



## TABULAR PRESENTATION.

RETURNS FROM 297 (92.52 PER CENT) OF THE TOWNS OF THE  
COMMONWEALTH.

TABLE I. *Land, Railroads, and Water Power.* The particulars in this table comprise the acreage of land available for manufacturing purposes; the number of railroad stations in the town; distance of the land from the railroad; and whether there is water power not yet utilized.

An "office" number is prefixed to the name of each town in the series of tables. Its use enables the reader to quickly connect, from one table to another, information contained in each relating to a particular town. The abbreviation "n. s." means not stated, or no answer given.

TABLE I. — *Land, Railroads, and Water Power.*

Office Num- ber	TOWNS.	Is there Land Available for Manufacturing Purposes	Number of R.R. Stations in the Town	Distance of the Land from Railroad	Is there Water Power not yet Utilized
	BARNSTABLE.				
20	Barnstable, . . .	yes	3	2 to 3 miles	yes
36	Bourne, . . .	25 acres	7	near	50 H.P.
41	Brewster, . . .	yes	3	near	yes
55	Chatham, . . .	500 acres	2	$\frac{1}{2}$ mile	no
86	Eastham, . . .	yes	2	near	no
129	Harwich, . . .	100 acres	5	$\frac{1}{2}$ mile	n. s.
176	Mashpee, . . .	n. s.	—	n. s.	50 H.P.
226	Orleans, . . .	yes	1	$\frac{1}{4}$ to 2 miles	no
245	Provincetown, . .	5,000 acres	1	near	no
264	Sandwich, . . .	100 acres	2	near	yes
303	Truro, . . .	2,000 acres	3	$\frac{1}{2}$ mile	no
321	Wellfleet, . . .	1,500 acres	2	n. s.	no
354	Yarmouth, . . .	10 acres	2	n. s.	no
	BERKSHIRE.				
4	Adams, . . .	yes	4	near	yes
6	Alford, . . .	yes	—	n. s.	yes
22	Becket, . . .	yes	1	n. s.	yes
58	Cheshire, . . .	yes	3	near	no
71	Dalton, . . .	yes	1	$\frac{1}{2}$ mile	75 H.P.
100	Florida, . . .	100 acres	1	$\frac{1}{2}$ mile	yes
115	Great Barrington, .	yes	3	n. s.	150 H.P.
124	Hancock, . . .	yes	—	3 miles	yes
135	Hinsdale, . . .	yes	1	$\frac{1}{2}$ mile	225 H.P.
152	Lanesborough, . .	yes	1	near	yes
154	Lee, . . .	yes	2	near	70 to 400 H.P.
156	Lenox, . . .	yes	3	near	no
196	Monterey, . . .	12 to 20 acres	—	6 to 9 miles	75 H.P.
198	Mount Washington, .	500 acres	—	5 miles	50 H.P.
203	New Ashford, . . .	20 acres	—	9 miles	yes
208	New Marlborough, .	50 acres	—	6 miles	500 H.P.

TABLE I. — *Land, Railroads, and Water Power* — Continued.

Of- fice Num- ber	TOWNS.	Is there Land Available for Manufacturing Purposes	Number of R.R. Stations in the Town	Distance of the Land from Railroad	Is there Water Power not yet Utilized
BERKSHIRE—Con.					
227	Otis, . . . . .	yes	—	8 to 12 miles	2,000 H.P.
252	Richmond, . . . .	100 acres	3	near	no
263	Sandisfield, . . . .	yes	—	12 miles	yes
266	Savoy, . . . . .	yes	—	3 to 8 miles	yes
270	Sheffield, . . . . .	yes	2	near	yes
286	Stockbridge, . . . .	200 acres	2	near	2,400 H.P.
305	Tyringham, . . . .	yes	—	5 miles	20 H.P.
316	Washington, . . . .	150 acres	1	near	500 to 1,000 H.P.
336	West Stockbridge, . .	30 acres	2	near	35 H.P.
344	Williamstown, . . . .	yes	1	near	n.s.
BRISTOL.					
3	Acushnet, . . . . .	yes	—	1½ to 3 miles	75 to 100 H.P.
16	Attleborough, . . . .	yes	5	near	no
27	Berkley, . . . . .	5,000 acres	2	near	no
74	Dartmouth, . . . . .	yes	2	n. s.	yes
78	Dighton, . . . . .	yes	3	200 rods	yes
89	Easton, . . . . .	yes	4	near	no
96	Fairhaven, . . . . .	4½ acres	1	1 mile	no
104	Freetown, . . . . .	yes	5	near	100 H.P.
171	Mansfield, . . . . .	500 acres	2	near	50 H.P.
215	North Attleborough, . .	100 acres	4	near	no
221	Norton, . . . . .	100 acres	5	½ mile	400 H.P.
248	Raynham, . . . . .	25 acres	2	near	yes
250	Rehoboth, . . . . .	100 acres	—	5 to 7 miles	50 H.P.
268	Seekonk, . . . . .	yes	1	n. s.	no
276	Somerset, . . . . .	yes	2	near	no
295	Swansea, . . . . .	500 acres	2	n. s.	50 H.P.
334	Westport, . . . . .	50 acres	3	½ mile	no
DUKES.					
62	Chilmark, . . . . .	50 acres	—	20 miles	no
69	Cottage City, . . . .	yes	1 <sup>1</sup>	n. s.	no
90	Edgartown, . . . . .	yes	1 <sup>1</sup>	—	no
106	Gay Head, . . . . .	500 acres	—	20 miles	no
299	Tisbury, . . . . .	40 or 50 acres	2 <sup>2</sup>	4 miles	n. s.
337	West Tisbury, . . . .	1,000 acres	—	n. s.	yes
ESSEX.					
7	Amesbury, . . . . .	yes	2	½ mile	no
9	Andover, . . . . .	yes	5	n. s.	no
38	Boxford, . . . . .	yes	1	1 to 2 miles	yes
73	Danvers, . . . . .	yes	8	near	no
107	Georgetown, . . . . .	yes	2	¼ mile	yes
119	Groveland, . . . . .	15 acres	2	50 rods	no
122	Hamilton, . . . . .	no	4	—	500 H.P.
148	Ipswich, . . . . .	50 acres	1	near	no
168	Lynnfield, . . . . .	50 acres	2	2 miles	no
172	Marblehead, . . . . .	yes	3	near	no
184	Merrimac, . . . . .	yes	1	near	yes
185	Methuen, . . . . .	yes	1	near	no
188	Middleton, . . . . .	n. s.	3	n. s.	n. s.
206	Newbury, . . . . .	yes	2	near	25 H. P.
214	North Andover, . . . .	yes	4	near	no
231	Peabody, . . . . .	yes	4	n. s.	no
255	Rockport, . . . . .	100 acres	1	near	no
257	Rowley, . . . . .	100 acres	1	¼ mile	no
262	Salisbury, . . . . .	50 acres	1	¼ mile	no
265	Saugus, . . . . .	yes	4	near	yes
301	Topsfield, . . . . .	yes	1	n. s.	no
323	Wenham, . . . . .	50 acres	1	½ mile	no
332	West Newbury, . . . .	yes	—	5 miles	no
FRANKLIN.					
13	Ashfield, . . . . .	yes	—	8 to 10 miles	yes
29	Bernardston, . . . . .	50 acres	1	near	no
47	Buckland, . . . . .	50 acres	1	near	yes
53	Charlemont, . . . . .	100 acres	2	½ mile	yes
66	Colrain, . . . . .	yes	—	n. s.	no

<sup>1</sup> Steamboat landing.<sup>2</sup> Steamboat landings at Vineyard Haven and West Chop.

TABLE I. — *Land, Railroads, and Water Power* — Continued.

Of- fice Num- ber	TOWNS.	Is there Land Available for Manufacturing Purposes	Number of R.R. Stations in the Town	Distance of the Land from Railroad	Is there Water Power not yet Utilized
	FRANKLIN—Con.				
68	Conway, . . .	yes	3	5 miles	1,000 H.P.
76	Deerfield, . . .	5 acres	2	1 mile	200 H.P.
93	Erving, . . .	100 to 200 acres	2	$\frac{1}{2}$ mile	3,000 H.P.
108	Gill, . . .	20 acres	—	$\frac{1}{4}$ to $\frac{1}{2}$ mile	150 H.P.
116	Greenfield, . . .	100 acres	1	1 mile	no
132	Hawley, . . .	yes	—	5 miles	yes
133	Heath, . . .	n. s.	—	n. s.	200 H.P.
158	Leverett, . . .	yes	1	n. s.	yes
160	Leyden, . . .	n. s.	—	n. s.	yes
193	Monroe, . . .	yes	1	$\frac{1}{4}$ to 3 miles	no
195	Montague, . . .	yes	5	near	8,000 H.P.
209	New Salem, . . .	n. s.	1	n. s.	yes
219	Northfield, . . .	yes	3	near	yes
225	Orange, . . .	30 acres	1	near	no
256	Rowe, . . .	n. s.	—	n. s.	yes
271	Shelburne, . . .	yes	2	near	3,500 H.P.
292	Sunderland, . . .	50 acres	—	n. s.	yes
315	Warwick, . . .	yes	—	1 to 6 miles	yes
322	Wendell, . . .	yes	2	near	yes
340	Whately, . . .	9,000 acres	2	near	no
	HAMPDEN.				
5	Agawam, . . .	10 acres	1	$\frac{1}{8}$ to $\frac{1}{4}$ mile	yes
33	Blandford, . . .	1,000 acres	—	3 to 8 miles	yes
43	Brimfield, . . .	yes	1	near	yes
59	Chester, . . .	yes	1	$\frac{1}{2}$ to 10 miles	300 H.P.
88	East Longmeadow, . . .	yes	1	near	no
123	Hampden, . . .	yes	—	4 $\frac{1}{2}$ miles	150 H.P.
138	Holland, . . .	25 acres	—	10 miles	yes
163	Longmeadow, . . .	yes	1	near	30 H.P.
194	Monson, . . .	150 acres	2	near	75 H.P.
229	Palmer, . . .	n. s.	4	n. s.	no
259	Russell, . . .	yes	2	near	2,000 H.P.
309	Wales, . . .	yes	—	n. s.	240 H.P.
328	Westfield, . . .	100 acres	2	near	yes
342	Wilbraham, . . .	20 acres	1	1 mile	yes
	HAMPSHIRE.				
8	Amherst, . . .	yes	5	near	yes
24	Belchertown, . . .	5 to 10 acres	4	1 mile	yes
60	Chesterfield, . . .	n. s.	—	n. s.	yes
87	Easthampton, . . .	40 or 50 acres	3	near	4,500 H.P.
110	Goshen, . . .	500 to 1,000 acres	—	4 to 8 miles	1,000 H.P.
113	Granby, . . .	yes	—	n. s.	yes
117	Greenwich, . . .	50 acres	2	near	100 H.P.
120	Hadley, . . .	yes	1	near	n. s.
130	Hatfield, . . .	yes	3	near	no
146	Huntington, . . .	yes	1	$\frac{1}{2}$ mile	yes
187	Middlefield, . . .	n. s.	1	n. s.	yes
232	Pelham, . . .	yes	—	6 miles	yes
239	Plainfield, . . .	yes	—	10 miles	yes
243	Prescott, . . .	100 acres	—	n. s.	100 H.P.
278	Southampton, . . .	yes	1	$\frac{1}{2}$ mile	yes
281	South Hadley, . . .	yes	—	1 mile	no
312	Ware, . . .	yes	2	near	no
330	Westhampton, . . .	50 acres	—	3 miles	yes
343	Williamsburg, . . .	yes	2	near	yes
352	Worthington, . . .	yes	—	10 to 13 miles	n. s.
	MIDDLESEX.				
2	Acton, . . .	yes	4	near	yes
10	Arlington, . . .	500 to 600 acres	4	near	yes
12	Ashby, . . .	yes	—	n. s.	no
14	Ashland, . . .	yes	1	near	n. s.
19	Ayer, . . .	yes	2	near	125 H.P.
23	Bedford, . . .	yes	3	near	no
31	BillERICA, . . .	500 acres	6	n. s.	100 H.P.
37	Boxborough, . . .	yes	1	n. s.	no
48	Burlington, . . .	yes	—	2 miles	no
67	Concord, . . .	100 acres	3	n. s.	75 H.P.

TABLE I. — *Land, Railroads, and Water Power* — Continued.

Office Number	TOWNS.	Is there Land Available for Manufacturing Purposes	Number of R.R. Stations in the Town	Distance of the Land from Railroad	Is there Water Power not yet Utilized
MIDDLESEX — Con.					
81	Dracut, . . . . .	200 acres	—	1 to 2 miles	yes
83	Dunstable, . . . . .	yes	1	near	yes
102	Framingham, . . . . .	100 acres	5	near	no
118	Groton, . . . . .	yes	3	n. s.	no
139	Holliston, . . . . .	yes	4	near	yes
142	Hopkinton, . . . . .	yes	2	near	yes
144	Hudson, . . . . .	yes	1	near	yes
159	Lexington, . . . . .	yes	5	near	no
162	Littleton, . . . . .	50 acres	3	near	no
178	Maynard, . . . . .	yes	1	near	no
201	Natick, . . . . .	yes	3	near	yes
220	North Reading, . . . . .	100 acres	2	near	50 H.P.
234	Pepperell, . . . . .	yes	4	near	75 H.P.
249	Reading, . . . . .	10 acres	2	near	no
272	Sherborn, . . . . .	yes	3	n. s.	no
273	Shirley, . . . . .	50 acres	1	near	400 H.P.
287	Stoneham, . . . . .	200 acres	4	near	no
289	Stow, . . . . .	yes	2	n. s.	yes
291	Sudbury, . . . . .	yes	5	near	yes
298	Tewksbury, . . . . .	500 acres	8	near	no
302	Townsend, . . . . .	yes	3	near	yes
304	Tyngsborough, . . . . .	yes	1	near	no
308	Wakefield, . . . . .	100 acres	5	near	no
317	Watertown, . . . . .	400 acres	6	near	yes
318	Wayland, . . . . .	20 acres	2	near	no
329	Westford, . . . . .	n. s.	7	n. s.	yes
345	Wilmington, . . . . .	yes	5	near	yes
NANTUCKET.					
200	Nantucket, . . . . .	yes	1	1 mile	no
NORFOLK.					
18	Avon, . . . . .	yes	1	$\frac{1}{2}$ mile	no
25	Bellingham, . . . . .	100 acres	4	n. s.	260 H.P.
40	Braintree, . . . . .	yes	4	near	yes
46	Brookline, . . . . .	yes	5	n. s.	no
50	Canton, . . . . .	yes	3	n. s.	no
65	Cohasset, . . . . .	yes	4	near	no
75	Dedham, . . . . .	yes	5	near	no
101	Foxborough, . . . . .	300 acres	4	near	no
103	Franklin, . . . . .	yes	3	$\frac{1}{4}$ to 1 mile	no
136	Holbrook, . . . . .	500 acres	1	near	no
147	Hyde Park, . . . . .	50 acres	8	near	yes
179	Medfield, . . . . .	yes	3	near	no
181	Medway, . . . . .	yes	2	near	yes
191	Millis, . . . . .	200 acres	2	$\frac{1}{2}$ mile	yes
192	Milton, . . . . .	100 acres	3	near	no
202	Needham, . . . . .	yes	3	near	1,000 H.P.
211	Norfolk, . . . . .	100 acres	4	near	50 H.P.
223	Norwood, . . . . .	1,000 acres	4	near	no
240	Plainville, . . . . .	yes	1	near	no
247	Randolph, . . . . .	yes	1	near	yes
269	Sharon, . . . . .	500 acres	2	1 mile	200 H.P.
288	Stoughton, . . . . .	yes	4	near	yes
310	Walpole, . . . . .	100 acres	8	$\frac{1}{4}$ mile	yes
320	Wellesley, . . . . .	yes	4	n. s.	no
335	Westwood, . . . . .	300 acres	1	near	no
339	Weymouth, . . . . .	600 acres	4	$\frac{1}{4}$ to 1 $\frac{1}{2}$ miles	100 H.P.
353	Wrentham, . . . . .	yes	3	near	yes
PLYMOUTH.					
1	Abington, . . . . .	yes	2	near	no
42	Bridgewater, . . . . .	yes	4	near	yes
52	Carver, . . . . .	yes	1	near	no
84	Duxbury, . . . . .	yes	3	near	yes
85	East Bridgewater, . . . . .	yes	4	near	yes
121	Halifax, . . . . .	100 acres	1	1 to 3 miles	no
126	Hanson, . . . . .	yes	3	3 miles	yes
134	Hingham, . . . . .	yes	5	near	yes
149	Kingston, . . . . .	yes	1	near	yes

<sup>1</sup> Steamboat landing.<sup>2</sup> Also steamboat landing at Crow Point.



TABLE I. — *Land, Railroads, and Water Power* — Concluded.

Office Number	TOWNS.	Is there Land Available for Manufacturing Purposes	Number of R.R. Stations in the Town	Distance of the Land from Railroad	Is there Water Power not yet Utilized
	PLYMOUTH—Con.				
150	Lakeville, . . .	yes	4	n. s.	yes
173	Marion, . . .	50 acres	1	near	yes
175	Marshfield, . . .	yes	5	near	200 H.P.
177	Mattapoisett, . . .	yes	1	near	yes
186	Middleborough, . . .	yes	5	near	75 H.P.
222	Norwell, . . .	100 acres	—	1 to 5 miles	no
233	Pembroke, . . .	100 acres	—	1 mile	yes
241	Plymouth, . . .	1,000 acres	3	near	50 H.P.
242	Plympton, . . .	500 acres	1	near	n. s.
253	Rochester, . . .	yes	—	$\frac{1}{2}$ to 6 miles	no
254	Rockland, . . .	100 acres	1	n. s.	no
267	Scituate, . . .	yes	4	near	yes
313	Wareham, . . .	yes	6	n. s.	700 H.P.
341	Whitman, . . .	yes	2	near	n. s.
	SUFFOLK.				
251	Revere, . . .	1,000 acres	8	near	no
	WORCESTER.				
11	Ashburnham, . . .	20 to 40 acres	3	near	yes
15	Athol, . . .	yes	2	n. s.	270 H.P.
17	Auburn, . . .	yes	4	near	no
21	Barre, . . .	800 acres	3	$\frac{1}{2}$ to 3 miles	1,500 to 1,800 H.P.
28	Berlin, . . .	n. s.	3	n. s.	yes
32	Blackstone, . . .	yes	5	n. s.	500 H.P.
34	Bolton, . . .	yes	2	n. s.	yes
45	Brookfield, . . .	yes	2	near	no
54	Charlton, . . .	yes	1	near	yes
64	Clinton, . . .	400 acres	2	near	no
72	Dana, . . .	50 acres	1	$\frac{1}{2}$ mile	yes
79	Douglas, . . .	yes	2	near	no
105	Gardner, . . .	yes	2	near	no
112	Grafton, . . .	yes	4	n. s.	100 H.P.
127	Hardwick, . . .	10 acres	4	near	100 H.P.
128	Harvard, . . .	yes	2	1 mile	100 H.P.
137	Holden, . . .	n. s.	6	n. s.	yes
141	Hopedale, . . .	n. s.	2	n. s.	no
143	Hubbardston, . . .	50 acres	2	near	200 H.P.
151	Lancaster, . . .	yes	2	n. s.	no
155	Leicester, . . .	yes	1	near	yes
157	Leominster, . . .	yes	4	n. s.	yes
166	Lunenburg, . . .	yes	1	near	yes
183	Mendon, . . .	yes	—	2 miles	no
189	Milford, . . .	10 acres	4	$\frac{1}{2}$ mile	no
190	Millbury, . . .	yes	2	near	175 H.P.
216	Northborough, . . .	yes	2	$\frac{1}{2}$ mile	yes
217	Northbridge, . . .	20 acres	3	near	no
218	North Brookfield, . . .	20 acres	1	near	no
224	Oakham, . . .	200 acres	1	near	yes
228	Oxford, . . .	200 acres	6	near	no
230	Paxton, . . .	yes	—	8 miles	no
236	Petersham, . . .	yes	—	6 miles	1,000 H.P.
237	Phillipston, . . .	50 acres	—	$\frac{3}{4}$ mile	200 H.P.
244	Princeton, . . .	n. s.	2	n. s.	no
258	Royalston, . . .	200 acres	1	$\frac{1}{2}$ to 5 miles	500 H.P.
260	Rutland, . . .	75 or 90 acres	3	near	75 to 100 H.P.
274	Shrewsbury, . . .	yes	—	4 miles	no
279	Southborough, . . .	100 acres	4	near	no
280	Southbridge, . . .	yes	3	n. s.	yes
285	Sterling, . . .	yes	3	1 mile	yes
297	Templeton, . . .	yes	3	near	yes
306	Upton, . . .	yes	2	$\frac{1}{2}$ mile	no
307	Uxbridge, . . .	400 or 500 acres	2	near	200 to 300 H.P.
314	Warren, . . .	n. s.	2	n. s.	yes
319	Webster, . . .	20 acres	7	near	no
324	Westborough, . . .	15 acres	1	near	no
325	West Boylston, . . .	110 acres	2	near	no
327	West Brookfield, . . .	yes	1	near	yes
331	Westminster, . . .	yes	1	$\frac{1}{2}$ mile	yes
346	Winchendon, . . .	yes	2	near	yes

TABLE II. *Local Facilities.* This table gives information as to whether or not there is a good supply of water for household and manufacturing purposes, and whether there are gas plants, electric light plants, or electric railways in the town.

TABLE II. — *Local Facilities.*

Of- fice Num- ber	TOWNS.	GOOD WATER SUP- PLY FOR —		Gas Plants	Elec- tric Light Plants	Elec- tric Rail- ways
		Household Purposes	Manufac- turing			
BARNSTABLE.						
20	Barnstable, . . .	no	no	no	no	no
36	Bourne, . . .	yes	yes	no	no	yes
41	Brewster, . . .	yes	no	no	no	no
55	Chatham, . . .	yes	n. s.	no	no	no
86	Eastham, . . .	yes	no	no	no	no
129	Harwich, . . .	yes	yes	no	no	no
176	Mashpee, . . .	yes	yes	no	no	no
226	Orleans, . . .	yes	no	no	no	no
245	Provincetown, . . .	yes	yes	n. s.	yes	no
264	Sandwich, . . .	yes	yes	no	no	no
303	Truro, . . .	yes	yes	no	no	no
321	Wellfleet, . . .	yes	no	no	no	no
354	Yarmouth, . . .	yes	no	no	no	no
BERKSHIRE.						
4	Adams, . . .	yes	n. s.	yes	yes	yes
6	Alford, . . .	yes	yes	no	no	no
22	Becket, . . .	yes	yes	no	no	no
58	Cheshire, . . .	yes	yes	no	no	yes
71	Dalton, . . .	yes	yes	yes	yes	yes
91	Egremont, . . .	yes	yes	no	no	no
100	Florida, . . .	yes	no	no	no	no
115	Great Barrington, . . .	yes	yes	n. s.	yes	yes
124	Hancock, . . .	yes	n. s.	no	no	no
135	Hinsdale, . . .	yes	yes	no	no	yes
152	Lanesborough, . . .	no	no	no	no	yes
154	Lee, . . .	yes	yes	n. s.	yes	yes
156	Lenox, . . .	yes	no	no	yes	yes
196	Monterey, . . .	yes	yes	no	no	no
198	Mount Washington, . . .	yes	n. s.	no	no	no
203	New Ashford, . . .	yes	yes	no	no	no
208	New Marlborough, . . .	yes	n. s.	no	no	no
227	Otis, . . .	no	no	no	no	no
252	Richmond, . . .	yes	yes	no	no	no
263	Sandisfield, . . .	yes	yes	no	no	no
266	Savoy, . . .	yes	n. s.	no	no	no
270	Sheffield, . . .	yes	n. s.	no	no	no
286	Stockbridge, . . .	yes	yes	no	no	yes
305	Tyringham, . . .	yes	yes	no	no	no
316	Washington, . . .	yes	yes	no	no	no
336	West Stockbridge, . . .	no	no	no	no	no
344	Williamstown, . . .	yes	yes	yes	yes	yes
348	Windsor, . . .	yes	no	no	no	no
BRISTOL.						
3	Acushnet, . . .	yes	yes	no	no	no
16	Attleborough, . . .	yes	yes	yes	yes	yes
27	Berkley, . . .	no	no	no	no	no
74	Dartmouth, . . .	yes	no	no	no	yes
78	Dighton, . . .	yes	yes	no	no	yes
89	Easton, . . .	yes	yes	yes	yes	yes
96	Fairhaven, . . .	yes	yes	n. s.	<sup>1</sup> no	yes
104	Freetown, . . .	yes	yes	no	no	no
171	Mansfield, . . .	yes	yes	n. s.	yes	yes
215	North Attleborough, . . .	yes	yes	yes	yes	yes
221	Norton, . . .	yes	yes	no	no	yes
248	Raynham, . . .	n. s.	n. s.	no	no	yes
250	Rehoboth, . . .	n. s.	n. s.	no	no	yes
268	Seekonk, . . .	n. s.	n. s.	n. s.	n. s.	yes

<sup>1</sup> Electric lights supplied by an out-of-town company.

TABLE II. — *Local Facilities* — Continued.

Office Number	TOWNS.	GOOD WATER SUP- PLY FOR —		Gas Plants	Elec- tric Light Plants	Elec- tric Rail- ways
		Household Purposes	Manufac- turing			
	BRISTOL—Con.					
276	Somerset, . . .	yes	yes	no	no	yes
295	Swansea, . . .	yes	yes	no	no	yes
334	Westport, . . .	yes	yes	no	no	yes
	DUKES.					
62	Chilmark, . . .	yes	no	no	no	no
69	Cottage City, . .	yes	yes	yes	yes	yes
90	Edgartown, . . .	yes	yes	no	no	no
106	Gay Head, . . .	yes	yes	no	no	no
299	Tisbury, . . .	yes	yes	yes	yes	yes
337	West Tisbury, . .	yes	yes	no	no	no
	ESSEX.					
7	Amesbury, . . .	yes	yes	yes	yes	yes
9	Andover, . . .	yes	n. s.	yes	yes	yes
38	Boxford, . . .	yes	yes	no	no	no
73	Danvers, . . .	yes	yes	yes	yes	yes
107	Georgetown, . . .	yes	n. s.	no	no	yes
119	Groveland, . . .	no	no	n. s.	<sup>1</sup> no	yes
122	Hamilton, . . .	no	no	no	no	yes
148	Ipswich, . . .	yes	yes	yes	yes	yes
168	Lynnfield, . . .	yes	n. s.	n. s.	<sup>1</sup> no	yes
172	Marblehead, . . .	yes	yes	yes	yes	yes
184	Merrimac, . . .	yes	yes	yes	yes	yes
185	Methuen, . . .	yes	yes	yes	yes	yes
188	Middleton, . . .	yes	yes	n. s.	n. s.	yes
206	Newbury, . . .	yes	yes	no	no	yes
214	North Andover, . .	yes	yes	yes	yes	yes
231	Peabody, . . .	yes	yes	<sup>2</sup> no	yes	yes
255	Rockport, . . .	yes	yes	no	<sup>1</sup> no	yes
257	Rowley, . . .	no	no	no	no	yes
262	Salisbury, . . .	no	no	yes	n. s.	yes
265	Saugus, . . .	yes	yes	<sup>2</sup> no	<sup>1</sup> no	yes
301	Topsfield, . . .	no	no	no	no	no
323	Wenham, . . .	no	no	no	<sup>1</sup> no	yes
332	West Newbury, . .	yes	n. s.	no	no	yes
	FRANKLIN.					
13	Ashfield, . . .	yes	yes	no	no	no
29	Bernardston, . . .	no	no	no	no	no
47	Buckland, . . .	yes	n. s.	n. s.	yes	yes
53	Charlemont, . . .	yes	yes	no	yes	no
66	Colrain, . . .	yes	n. s.	n. s.	yes	yes
68	Conway, . . .	yes	yes	no	yes	yes
76	Deerfield, . . .	yes	yes	yes	n. s.	yes
93	Erving, . . .	yes	yes	n. s.	yes	yes
108	Gill, . . .	yes	yes	no	no	yes
116	Greenfield, . . .	yes	yes	yes	yes	yes
132	Hawley, . . .	n. s.	n. s.	no	no	no
133	Heath, . . .	yes	yes	no	no	no
158	Leverett, . . .	yes	yes	no	no	no
160	Leyden, . . .	yes	n. s.	no	no	no
193	Monroe, . . .	no	no	no	no	no
195	Montague, . . .	yes	yes	yes	yes	yes
209	New Salem, . . .	yes	yes	no	no	no
219	Northfield, . . .	yes	yes	yes	n. s.	yes
225	Orange, . . .	yes	yes	no	yes	yes
256	Rowe, . . .	no	no	no	no	no
271	Shelburne, . . .	yes	yes	n. s.	yes	yes
275	Shutesbury, . . .	yes	no	no	no	no
292	Sunderland, . . .	yes	yes	yes	yes	yes
315	Warwick, . . .	yes	n. s.	no	no	no
322	Wendell, . . .	yes	yes	n. s.	<sup>3</sup> yes	no
340	Whately, . . .	no	n. s.	no	no	yes

<sup>1</sup> Electric lights supplied by an out-of-town company.<sup>2</sup> Gas supplied by an out-of-town company.<sup>3</sup> Orange electric light plant is at Wendell Depot.

TABLE II. — *Local Facilities* — Continued.

Office Num- ber	TOWNS.	GOOD WATER SUP- PLY FOR —		Gas Plants	Elec- tric Light Plants	Elec- tric Rail- ways
		Household Purposes	Manufac- turing			
HAMPDEN.						
5	Agawam, . . .	no	no	no	no	yes
33	Blandford, . . .	yes	yes	no	no	no
43	Brimfield, . . .	yes	n. s.	no	no	no
59	Chester, . . .	yes	n. s.	n. s.	yes	no
88	East Longmeadow, . . .	yes	n. s.	no	no	yes
123	Hampden, . . .	yes	yes	no	no	no
138	Holland, . . .	yes	yes	no	no	no
163	Longmeadow, . . .	yes	yes	yes	yes	yes
194	Monson, . . .	yes	yes	yes	yes	yes
229	Palmer, . . .	no	no	n. s.	yes	yes
259	Russell, . . .	yes	yes	no	no	no
300	Tolland, . . .	yes	yes	no	no	no
309	Wales, . . .	yes	yes	no	no	no
328	Westfield, . . .	yes	yes	yes	yes	yes
342	Wilbraham, . . .	n. s.	yes	no	yes	yes
HAMPSHIRE.						
8	Amherst, . . .	yes	n. s.	yes	yes	yes
24	Belchertown, . . .	no	no	no	no	no
60	Chesterfield, . . .	yes	n. s.	no	no	no
87	Easthampton, . . .	yes	yes	yes	yes	yes
110	Goshen, . . .	yes	yes	no	no	no
113	Granby, . . .	no	no	no	no	no
117	Greenwich, . . .	yes	yes	no	no	no
120	Hadley, . . .	yes	yes	yes	yes	yes
130	Hatfield, . . .	yes	yes	yes	n. s.	yes
146	Huntington, . . .	yes	yes	n. s.	yes	no
187	Middlefield, . . .	yes	yes	no	no	no
232	Pelham, . . .	yes	yes	n. s.	yes	yes
239	Plainfield, . . .	yes	no	no	no	no
243	Prescott, . . .	yes	yes	no	no	no
278	Southampton, . . .	yes	n. s.	no	no	no
281	South Hadley, . . .	yes	yes	n. s.	yes	yes
312	Ware, . . .	yes	yes	yes	yes	yes
330	Westhampton, . . .	yes	yes	no	no	no
343	Williamsburg, . . .	yes	yes	no	yes	yes
352	Worthington, . . .	yes	no	no	no	no
MIDDLESEX.						
2	Acton, . . .	no	no	n. s.	yes	yes
10	Arlington, . . .	yes	yes	yes	yes	yes
12	Ashby, . . .	yes	yes	n. s.	yes	no
14	Ashland, . . .	yes	n. s.	n. s.	<sup>1</sup> no	yes
19	Ayer, . . .	yes	yes	n. s.	yes	yes
23	Bedford, . . .	yes	no	no	<sup>1</sup> no	yes
31	Billerica, . . .	yes	yes	n. s.	yes	yes
37	Boxborough, . . .	yes	yes	no	no	no
48	Burlington, . . .	yes	n. s.	no	no	yes
67	Concord, . . .	yes	yes	n. s.	yes	yes
81	Dracut, . . .	yes	n. s.	no	no	yes
83	Dunstable, . . .	yes	n. s.	no	no	no
102	Frammingham, . . .	yes	yes	yes	yes	yes
118	Groton, . . .	yes	yes	no	no	no
139	Holliston, . . .	yes	yes	n. s.	yes	yes
142	Hopkinton, . . .	yes	yes	n. s.	yes	yes
144	Hudson, . . .	yes	yes	yes	yes	yes
159	Lexington, . . .	yes	yes	yes	yes	yes
162	Littleton, . . .	no	no	no	no	no
178	Maynard, . . .	yes	yes	n. s.	yes	yes
201	Natick, . . .	yes	yes	yes	yes	yes
220	North Reading, . . .	yes	no	no	no	yes
234	Pepperell, . . .	no	no	no	<sup>2</sup> no	no
249	Reading, . . .	yes	n. s.	<sup>3</sup> no	yes	yes
272	Sherborn, . . .	no	no	no	no	no
273	Shirley, . . .	yes	yes	n. s.	yes	yes
287	Stoneham, . . .	yes	yes	yes	yes	yes

<sup>1</sup> Electric lights supplied by an out-of-town company.<sup>2</sup> Nashua River Paper Co. supplies power for electric lights.<sup>3</sup> Gas supplied by an out-of-town company.



TABLE II. — *Local Facilities* — Continued.

Office Number	TOWNS.	GOOD WATER SUPPLY FOR —		Gas Plants	Electric Light Plants	Electric Railways
		Household Purposes	Manufacturing			
	MIDDLESEX—Con.					
289	Stow, . . . .	no	no	no	<sup>1</sup> no	yes
291	Sudbury, . . . .	no	no	no	no	no
298	Tewksbury, . . . .	yes	no	yes	yes	yes
302	Townsend, . . . .	yes	no	no	yes	no
304	Tyngsborough, . . . .	yes	yes	no	no	yes
308	Wakefield, . . . .	yes	yes	yes	yes	yes
317	Watertown, . . . .	yes	yes	yes	yes	yes
318	Wayland, . . . .	no	no	n. s.	<sup>1</sup> no	yes
329	Westford, . . . .	no	no	no	no	no
345	Wilmington, . . . .	yes	yes	no	no	yes
	NANTUCKET.					
200	Nantucket, . . . .	yes	no	yes	yes	no
	NORFOLK.					
18	Avon, . . . .	yes	yes	<sup>2</sup> no	<sup>2</sup> no	yes
25	Bellingham, . . . .	yes	yes	no	no	yes
40	Braintree, . . . .	yes	yes	n. s.	yes	yes
46	Brookline, . . . .	yes	n. s.	yes	yes	yes
50	Canton, . . . .	yes	yes	n. s.	<sup>1</sup> no	yes
65	Cohasset, . . . .	yes	yes	n. s.	yes	no
75	Dedham, . . . .	yes	yes	yes	yes	yes
101	Foxborough, . . . .	yes	yes	n. s.	yes	yes
103	Franklin, . . . .	yes	no	n. s.	yes	yes
136	Holbrook, . . . .	yes	yes	n. s.	<sup>1</sup> no	yes
147	Hyde Park, . . . .	yes	yes	yes	yes	yes
179	Medfield, . . . .	no	n. s.	n. s.	yes	yes
181	Medway, . . . .	yes	no	n. s.	yes	yes
191	Millis, . . . .	yes	yes	n. s.	yes	yes
192	Milton, . . . .	yes	yes	no	no	yes
202	Needham, . . . .	yes	yes	n. s.	<sup>1</sup> no	yes
211	Norfolk, . . . .	yes	yes	n. s.	yes	no
223	Norwood, . . . .	yes	yes	yes	n. s.	yes
240	Plainville, . . . .	yes	yes	yes	yes	yes
247	Randolph, . . . .	yes	yes	n. s.	yes	yes
269	Sharon, . . . .	yes	yes	n. s.	<sup>1</sup> no	no
288	Stoughton, . . . .	yes	yes	yes	yes	yes
310	Walpole, . . . .	yes	n. s.	n. s.	yes	yes
320	Wellesley, . . . .	yes	yes	yes	yes	yes
338	Westwood, . . . .	yes	no	no	yes	yes
339	Weymouth, . . . .	yes	yes	n. s.	yes	yes
353	Wrentham, . . . .	no	no	n. s.	no	yes
	PLYMOUTH.					
1	Abington, . . . .	yes	yes	yes	yes	yes
42	Bridgewater, . . . .	yes	no	n. s.	yes	yes
52	Carver, . . . .	yes	yes	no	no	no
84	Duxbury, . . . .	yes	n. s.	no	no	no
85	East Bridgewater, . . . .	yes	yes	no	no	yes
121	Halifax, . . . .	yes	n. s.	no	no	no
126	Hanson, . . . .	yes	yes	no	no	yes
134	Hingham, . . . .	yes	yes	n. s.	yes	yes
149	Kingston, . . . .	yes	yes	no	no	yes
150	Lakeville, . . . .	n. s.	n. s.	n. s.	n. s.	yes
173	Marion, . . . .	yes	no	yes	no	yes
175	Marshfield, . . . .	no	no	no	no	no
177	Mattapoisett, . . . .	no	no	no	no	yes
186	Middleborough, . . . .	yes	yes	yes	yes	yes
222	Norwell, . . . .	n. s.	n. s.	no	no	yes
233	Pembroke, . . . .	no	no	no	no	yes
241	Plymouth, . . . .	yes	yes	yes	yes	yes
242	Plympton, . . . .	yes	yes	no	no	no
253	Rochester, . . . .	no	no	no	no	yes
254	Rockland, . . . .	yes	yes	n. s.	yes	yes
267	Scituate, . . . .	yes	yes	n. s.	yes	no
313	Wareham, . . . .	no	no	no	no	yes
341	Whitman, . . . .	yes	yes	n. s.	yes	yes

<sup>1</sup> Electric lights supplied by an out-of-town company.<sup>2</sup> Can get light from Randolph or Brockton.

TABLE II. — *Local Facilities* — Concluded.

Of- fice Num- ber	TOWNS.	GOOD WATER SUP- PLY FOR —		Gas Plants	Elec- tric Light Plants	Elec- tric Rail- ways
		Household Purposes	Manufac- turing			
	SUFFOLK.					
251	Revere, . . . .	yes	yes	yes	yes	yes
	WORCESTER.					
11	Ashburnham, . . . .	yes	n. s.	n. s.	yes	no
15	Athol, . . . . .	yes	yes	yes	yes	yes
17	Auburn, . . . . .	no	no	no	no	yes
21	Barre, . . . . .	yes	yes	yes	n. s.	no
28	Berlin, . . . . .	yes	n. s.	no	no	yes
32	Blackstone, . . . .	no	no	yes	yes	yes
34	Bolton, . . . . .	no	no	no	no	no
39	Boylston, . . . . .	yes	no	no	no	yes
45	Brookfield, . . . .	yes	yes	yes	n. s.	yes
54	Charlton, . . . . .	yes	yes	n. s.	yes	yes
64	Clinton, . . . . .	yes	yes	yes	yes	yes
72	Dana, . . . . .	yes	no	n. s.	yes	no
79	Douglas, . . . . .	no	no	n. s.	yes	no
105	Gardner, . . . . .	yes	yes	yes	yes	yes
112	Grafton, . . . . .	yes	n. s.	n. s.	yes	yes
127	Hardwick, . . . . .	no	yes	no	<sup>1</sup> no	yes
128	Harvard, . . . . .	no	no	no	no	no
137	Holden, . . . . .	no	no	no	no	yes
141	Hopedale, . . . . .	yes	n. s.	<sup>2</sup> no	<sup>1</sup> no	yes
143	Hubbardston, . . . .	no	no	no	no	no
151	Lancaster, . . . . .	yes	n. s.	n. s.	<sup>1</sup> no	yes
155	Leicester, . . . . .	yes	yes	yes	yes	yes
157	Leominster, . . . . .	yes	yes	yes	yes	yes
166	Lunenburg, . . . . .	yes	n. s.	no	no	yes
183	Mendon, . . . . .	no	no	no	no	yes
189	Milford, . . . . .	yes	yes	yes	yes	yes
190	Millbury, . . . . .	yes	yes	n. s.	yes	yes
216	Northborough, . . . .	yes	yes	no	no	yes
217	Northbridge, . . . .	yes	yes	yes	yes	yes
218	North Brookfield, . .	yes	yes	no	no	yes
224	Oakham, . . . . .	n. s.	n. s.	n. s.	yes	n. s.
228	Oxford, . . . . .	no	no	n. s.	no	yes
230	Paxton, . . . . .	yes	no	no	no	no
236	Petersham, . . . . .	yes	yes	no	no	no
237	Phillipston, . . . . .	yes	yes	no	no	yes
244	Princeton, . . . . .	yes	yes	no	no	no
258	Royalston, . . . . .	yes	yes	no	no	no
260	Rutland, . . . . .	yes	yes	no	no	no
274	Shrewsbury, . . . . .	no	no	no	no	yes
279	Southborough, . . . .	no	no	n. s.	<sup>1</sup> no	no
280	Southbridge, . . . . .	yes	yes	yes	yes	yes
285	Sterling, . . . . .	yes	no	no	no	no
297	Templeton, . . . . .	no	no	no	no	yes
306	Upton, . . . . .	yes	no	no	no	yes
307	Uxbridge, . . . . .	yes	yes	n. s.	yes	yes
314	Warren, . . . . .	yes	yes	no	no	yes
319	Webster, . . . . .	yes	n. s.	yes	yes	yes
324	Westborough, . . . . .	yes	yes	n. s.	yes	yes
325	West Boylston, . . . .	yes	n. s.	no	no	no
327	West Brookfield, . . .	yes	yes	no	no	yes
331	Westminster, . . . . .	yes	yes	no	no	yes
346	Winchendon, . . . . .	yes	yes	n. s.	yes	no

<sup>1</sup> Electric lights supplied by an out-of-town company.<sup>2</sup> Gas supplied by an out-of-town company.

TABLE III. *Raw Materials and Natural Products.* This table relates to the raw materials and natural products supplied by the town.

TABLE III. — *Raw Materials and Natural Products.*

Of- fice Num- ber	TOWNS.	Does the Town Supply Raw Materials	Are Natural Products Supplied
<b>BARNSTABLE.</b>			
20	Barnstable, . . .	Yes, . . . . .	Clay, sand.
36	Bourne, . . .	Yes, . . . . .	Clay, sand, peat, lumber.
41	Brewster, . . .	Fruits, fish, . . . . .	Clay, peat, sand.
55	Chatham, . . .	Fish, . . . . .	Clay, sand, peat.
86	Eastham, . . .	Fish, fruits, asparagus, . . .	Sand, peat.
129	Harwich, . . .	Yes, . . . . .	Clay, sand, peat.
176	Mashpee, . . .	Oysters, shellfish, cranberries, . . .	Sand, peat, lumber.
226	Orleans, . . .	Apples, pears, asparagus, . . .	Clay, peat.
245	Provincetown, . . .	Fish, . . . . .	Sand.
264	Sandwich, . . .	Not to any extent, . . . . .	Clay, sand.
303	Truro, . . .	Fruits, vegetables, . . . . .	Sand.
321	Wellfleet, . . .	No, . . . . .	Sand, clay.
354	Yarmouth, . . .	Fruits, vegetables, fish, . . .	Clay, sand, peat.
<b>BERKSHIRE.</b>			
4	Adams, . . .	Fruits, vegetables, . . . . .	Clay, peat, some lumber.
6	Alford, . . .	Fruits, vegetables, . . . . .	Clay, wood.
22	Becket, . . .	No, . . . . .	Clay, sand, peat, lumber.
58	Cheshire, . . .	Not to any extent, . . . . .	Lime, glass sand; some brick clay and lumber.
71	Dalton, . . .	Yes, . . . . .	Clay, sand, peat, lumber.
91	Egremont, . . .	Fruits, etc., . . . . .	Lumber.
100	Florida, . . .	No, . . . . .	Lumber.
115	Great Barrington, . . .	Vegetables, . . . . .	Sand, lumber.
124	Hancock, . . .	Not to any extent, . . . . .	Clay, sand.
135	Hinsdale, . . .	Apples, . . . . .	Not to any extent.
152	Lanesborough, . . .	Corn, . . . . .	Sand, lumber.
154	Lee, . . .	No, . . . . .	Sand, gravel, lumber.
156	Lenox, . . .	Vegetables, . . . . .	Clay, sand, peat, lumber.
196	Monterey, . . .	N. S., . . . . .	Clay, sand, limestone, lumber.
198	Mount Washington, . . .	No, . . . . .	No.
203	New Ashford, . . .	Yes, . . . . .	Clay, sand, peat, lumber.
208	New Marlborough, . . .	Yes, . . . . .	Clay, sand, limestone.
227	Otis, . . .	Vegetables, . . . . .	Lumber, granite
252	Richmond, . . .	N. S., . . . . .	Clay, sand, peat, lumber.
263	Sandisfield, . . .	N. S., . . . . .	Lumber.
266	Savoy, . . .	Fruits, vegetables, . . . . .	Sand, lumber.
270	Sheffield, . . .	Fruits, vegetables, . . . . .	Clay, sand, lumber, marble, limestone.
286	Stockbridge, . . .	No, . . . . .	Clay, sand, lumber.
305	Tyringham, . . .	No, . . . . .	Lumber.
316	Washington, . . .	Fruits, . . . . .	Clay, sand, peat.
336	West Stockbridge, . . .	Yes, . . . . .	Clay, sand, peat, lumber.
344	Williamstown, . . .	Fruits, vegetables, . . . . .	Lumber.
348	Windsor, . . .	Apples, corn, . . . . .	Clay, soapstone.
<b>BRISTOL.</b>			
3	Acushnet, . . .	Fruits, vegetables, . . . . .	Clay, sand, peat, lumber.
16	Attleborough, . . .	No, . . . . .	Building sand.
27	Berkley, . . .	Yes, . . . . .	Clay, sand, peat, lumber.
74	Dartmouth, . . .	No, . . . . .	Sand, lumber.
78	Dighton, . . .	Yes, . . . . .	Clay, sand.
89	Easton, . . .	Fruits, vegetables, . . . . .	Lumber.
96	Fairhaven, . . .	Fruits, vegetables, . . . . .	Small quantities of peat and lumber.
104	Freetown, . . .	Fruits, vegetables, . . . . .	Sand, lumber.
171	Mansfield, . . .	No, . . . . .	Sand, lumber.
215	North Attleborough, . . .	Fruits, vegetables, . . . . .	Clay, sand, peat, lumber.
221	Norton, . . .	Fruits, vegetables, . . . . .	Sand, lumber, peat.
248	Raynham, . . .	Fruits, vegetables, alewives, . . .	Lumber.
250	Rehoboth, . . .	Fruits, vegetables, . . . . .	Clay, sand.
268	Seekonk, . . .	N. S., . . . . .	N. S.
276	Somerset, . . .	Fruits, vegetables, . . . . .	Sand.
295	Swansea, . . .	Vegetables, strawberries, . . .	Clay, some sand and lumber.
334	Westport, . . .	Fruits, vegetables, fish, . . .	Sand, clay, peat, lumber.
<b>DUKES.</b>			
62	Chilmark, . . .	Fish, corn, . . . . .	Clay, peat
69	Cottage City, . . .	Yes, . . . . .	No.
90	Edgartown, . . .	Fish, . . . . .	Sand.

TABLE III. — *Raw Materials and Natural Products* — Continued.

Of- fice Num- ber	TOWNS.	Does the Town Supply Raw Materials	Are Natural Products Supplied
	DUKES—Con.		
106	Gay Head, . . .	Yes, . . . . .	Clay, sand, peat.
299	Tisbury, . . .	Yes, . . . . .	Sand.
337	West Tisbury, . .	No, . . . . .	Clay, sand.
	ESSEX.		
7	Amesbury, . . .	Fruits, vegetables, . . .	Clay, sand.
9	Andover, . . .	No, . . . . .	Clay, sand, peat, lumber.
38	Boxford, . . .	Fruits, vegetables, . . .	Sand, peat, lumber.
73	Danvers, . . .	Fruits, vegetables, . . .	Clay, peat, lumber.
107	Georgetown, . . .	A limited amount, . . .	N. S.
119	Groveland, . . .	Yes, . . . . .	Peat, sand.
122	Hamilton, . . .	Vegetables, . . . . .	Clay, sand, peat, lumber.
148	Ipswich, . . .	Fish, clams, fruits, vegetables, . . .	Clay, sand, peat.
168	Lynnfield, . . .	No, . . . . .	Sand, granite.
172	Marblehead, . . .	N. S., . . . . .	N. S.
184	Merrimac, . . .	Yes, . . . . .	Clay, sand, some lumber.
185	Methuen, . . .	No, . . . . .	No.
188	Middleton, . . .	N. S., . . . . .	Lumber.
206	Newbury, . . .	Apples, . . . . .	No.
214	North Andover, . .	Yes, . . . . .	Clay, sand, peat, lumber.
231	Peabody, . . .	Fruits, vegetables, . . .	Sand, granite.
255	Rockport, . . .	No, . . . . .	Clay, sand.
257	Rowley, . . .	Vegetables, shellfish, . . .	Clay, sand, peat, lumber.
262	Salisbury, . . .	Fish, vegetables, . . .	Clay, sand, peat, lumber.
265	Saugus, . . .	No, . . . . .	Clay, sand, peat, lumber.
301	Topsfield, . . .	Fruits, vegetables, . . .	Sand, peat, some lumber.
323	Wenham, . . .	Fruits, vegetables, . . .	Sand.
332	West Newbury, . .	Fruits, vegetables, . . .	Clay, sand.
	FRANKLIN		
13	Ashfield, . . .	No, . . . . .	Lumber, sand.
29	Bernardston, . . .	Fruits, vegetables, . . .	Lumber.
47	Buckland, . . .	Yes, . . . . .	Sand, lumber.
53	Charlemont, . . .	Fruits, vegetables, . . .	Clay, sand, lumber.
66	Colrain, . . .	Corn, apples, . . . . .	Clay, sand, peat, lumber.
68	Conway, . . .	Tobacco, . . . . .	Not to any extent.
76	Deerfield, . . .	No, . . . . .	Sand, gravel.
93	Erving, . . .	Fruits, . . . . .	Sand, stone, lumber.
108	Gill, . . .	Fruits, vegetables, . . .	Lumber.
116	Greenfield, . . .	Fruits, vegetables, . . .	Clay, sand.
132	Hawley, . . .	No, . . . . .	Clay; sand, peat, lumber in small quantities.
133	Heath, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
158	Leverett, . . .	Not to any extent, . . .	Lumber.
160	Leyden, . . .	Yes, . . . . .	To some extent.
193	Monroe, . . .	No, . . . . .	Lumber.
195	Montague, . . .	Fruits, vegetables, . . .	Clay, sand, lumber.
209	New Salem, . . .	Fruits, . . . . .	Clay, sand, lumber.
219	Northfield, . . .	Fruits, vegetables, . . .	Clay, lumber.
225	Orange, . . .	Yes, . . . . .	Clay, sand, lumber.
256	Rowe, . . .	Fruits, . . . . .	Lumber.
271	Shelburne, . . .	N. S., . . . . .	N. S.
275	Shutesbury, . . .	Fruits, vegetables, . . .	Lumber.
292	Sunderland, . . .	Vegetables, . . . . .	In limited quantities.
315	Warwick, . . .	Fruits, . . . . .	Clay, sand, peat, lumber.
322	Wendell, . . .	Fruits, vegetables, . . .	Lumber.
340	Whately, . . .	Apples, tobacco, onions, . . .	Clay, lumber.
	HAMPDEN.		
5	Agawam, . . .	Fruits, vegetables, . . .	Clay, sand, some peat, lum- ber, stone.
33	Blandford, . . .	No, . . . . .	Lumber.
43	Brimfield, . . .	No, . . . . .	Not to any extent.
59	Chester, . . .	Fruits, vegetables, . . .	Lumber.
88	East Longmeadow, .	Fruits, vegetables, . . .	Lumber, brownstone.
123	Hampden, . . .	Yes, . . . . .	Clay, sand, peat, lumber, granite.
138	Holland, . . .	Apples, . . . . .	Clay, sand, lumber.
163	Longmeadow, . . .	Fruits, vegetables, . . .	Clay, sand.
194	Monson, . . .	Yes, . . . . .	Clay, lumber.
229	Palmer, . . .	N. S., . . . . .	N. S.



TABLE III. — *Raw Materials and Natural Products* — Continued.

Of- fice Num- ber	TOWNS.	Does the Town Supply Raw Materials	Are Natural Products Supplied
	<b>HAMPDEN — Con.</b>		
259	Russell, . . .	Fruits, vegetables, . . .	Wood, lumber, quartz, feldspar.
300	Tolland, . . .	Blueberries, . . .	Lumber.
309	Wales, . . .	Not to any extent, . . .	Lumber.
328	Westfield, . . .	No, . . .	Clay, sand, peat, lumber.
342	Wilbraham, . . .	Peaches, . . .	Sand.
	<b>HAMPSHIRE.</b>		
8	Amherst, . . .	No, . . .	Brick clay, molders' sand.
24	Belchertown, . . .	Fruits, vegetables, . . .	Sand, lumber.
60	Chesterfield, . . .	No, . . .	Clay, sand, peat, lumber.
87	Easthampton, . . .	Apples, pears, tomatoes, cranberries.	Clay, sand.
110	Goshen, . . .	Yes, . . .	Sand, peat, lumber.
113	Granby, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
117	Greenwich, . . .	No, . . .	Clay, sand, lumber.
120	Hadley, . . .	Corn, sugar beets, strawberries, potatoes, onions, tobacco.	Clay, sand, peat, lumber.
130	Hatfield, . . .	No, . . .	Clay, sand.
146	Huntington, . . .	Fruits, vegetables, . . .	Sand, lumber.
187	Middlefield, . . .	Not to any extent, . . .	Lumber.
232	Pelham, . . .	Vegetables, blueberries, . . .	Lumber, wood, clay, sand.
239	Plainfield, . . .	Fruits, vegetables, . . .	Clay, sand, lumber, and some peat.
243	Prescott, . . .	Apples, . . .	Clay, sand, lumber.
278	Southampton, . . .	No, . . .	Clay, sand, some lumber.
281	South Hadley, . . .	Small amount of fruit, . . .	Clay.
312	Ware, . . .	No, . . .	Sand, lumber.
330	Westhampton, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
343	Williamsburg, . . .	Fruits, vegetables, . . .	Lumber.
352	Worthington, . . .	Fruits, vegetables, . . .	Clay, lumber, some sand.
	<b>MIDDLESEX.</b>		
2	Acton, . . .	Fruits, vegetables, . . .	Sand, clay, gravel, lumber.
10	Arlington, . . .	Fruits, vegetables, . . .	Sand, peat, and ledge for producing crushed stone.
12	Ashby, . . .	No, . . .	Sand, clay.
14	Ashland, . . .	No, . . .	Clay, sand.
19	Ayer, . . .	Fruits, vegetables, . . .	Sand.
23	Bedford, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
31	Billerica, . . .	Fruits, vegetables, . . .	Not to any extent.
37	Boxborough, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
48	Burlington, . . .	Yes, . . .	No.
67	Concord, . . .	Fruits, vegetables, . . .	Sand, lumber, peat.
81	Dracut, . . .	Fruits, vegetables, . . .	Sand, peat, lumber.
83	Dunstable, . . .	Fruits, vegetables, . . .	Sand, clay, peat, lumber.
102	Frammingham, . . .	Fruits, vegetables, . . .	No.
118	Groton, . . .	Fruits, vegetables, . . .	Sand.
139	Holliston, . . .	Fruits, vegetables, . . .	Sand, some lumber, peat.
142	Hopkinton, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
144	Hudson, . . .	Fruits, vegetables, . . .	Sand.
159	Lexington, . . .	Fruits, vegetables, . . .	Sand, peat, lumber.
162	Littleton, . . .	Fruits, vegetables, . . .	Sand, lumber.
178	Maynard, . . .	No, . . .	Clay, sand.
201	Natick, . . .	No, . . .	No.
220	North Reading, . . .	Not to any extent, . . .	Sand, some clay, peat.
234	Pepperell, . . .	Fruits, . . .	Clay, plenty of sand, lumber.
249	Reading, . . .	N. S., . . .	N. S.
272	Sherborn, . . .	Apples, peaches, vegetables, . . .	Sand, lumber.
273	Shirley, . . .	Fruits, vegetables, . . .	Clay, sand, lumber.
287	Stoneham, . . .	No, . . .	No.
289	Stow, . . .	Fruits, . . .	Clay.
291	Sudbury, . . .	Fruits, vegetables, . . .	Sand.
298	Tewksbury, . . .	Fruits, vegetables, . . .	Sand, peat, lumber.
302	Townsend, . . .	No, . . .	Sand, lumber.
304	Tyngsborough, . . .	Apples, . . .	No.
308	Wakefield, . . .	No, . . .	Building sand, peat.
317	Watertown, . . .	Vegetables, . . .	No.
318	Wayland, . . .	Yes, . . .	Sand, peat, some lumber.
329	Westford, . . .	Fruits, vegetables, . . .	Lumber, granite.
345	Wilmington, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.

TABLE III. — *Raw Materials and Natural Products* — Continued.

Office Number	Towns.	Does the Town Supply Raw Materials	Are Natural Products Supplied
	NANTUCKET.		
200	Nantucket, . . .	Fish, clams, scollops, . . .	Clay, sand, peat.
	NORFOLK.		
18	Avon, . . .	Fruits, . . .	Sand, peat.
25	Bellingham, . . .	Yes, . . .	Clay, sand, peat, lumber.
40	Braintree, . . .	No, . . .	Sand.
46	Brookline, . . .	Fruits, vegetables, . . .	Clay, very little sand or peat.
50	Canton, . . .	Not to any extent, . . .	Not to any extent.
65	Cohasset, . . .	Fish, vegetables, . . .	No.
75	Dedham, . . .	No, . . .	Sand, peat.
101	Foxborough, . . .	Fruits, vegetables, . . .	Lumber, sand.
103	Franklin, . . .	Yes, . . .	Sand, peat, and some lumber.
136	Holbrook, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
147	Hyde Park, . . .	No, . . .	Clay, sand, peat, lumber.
179	Medfield, . . .	Fruits, vegetables, . . .	Sand, lumber.
181	Medway, . . .	Fruits, vegetables, . . .	Clay, sand, lumber.
191	Millis, . . .	Fruits, vegetables, . . .	Clay, sand.
192	Milton, . . .	Not to any extent, . . .	No.
202	Needham, . . .	Fruits, vegetables, . . .	Peat, sand.
211	Norfolk, . . .	Fruits, . . .	Sand, peat.
223	Norwood, . . .	No, . . .	Clay, sand, peat.
240	Plainville, . . .	Not to any extent, . . .	Sand.
247	Randolph, . . .	Yes, . . .	Sand.
269	Sharon, . . .	Yes, . . .	Clay, sand, peat, lumber.
288	Stoughton, . . .	Fruits, vegetables, . . .	Sand, stone, granite.
310	Walpole, . . .	Not extensively, . . .	Lumber, sand, peat.
320	Wellesley, . . .	No, . . .	No.
338	Westwood, . . .	No, . . .	Clay, sand, lumber.
339	Weymouth, . . .	Vegetables, . . .	Clay, sand.
353	Wrentham, . . .	Fruits, vegetables, . . .	Sand, granite, lumber, peat.
	PLYMOUTH.		
1	Abington, . . .	No, . . .	Clay, sand.
42	Bridgewater, . . .	N. S., . . .	Clay.
52	Carver, . . .	Cranberries, . . .	Clay, sand, peat, lumber.
84	Duxbury, . . .	Fruits, vegetables, fish, . . .	Clay, sand, peat, lumber.
85	East Bridgewater, . . .	No, . . .	Clay, sand.
121	Halifax, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
126	Hanson, . . .	Yes, . . .	Clay, sand, peat, lumber.
134	Hingham, . . .	Fruits, vegetables, . . .	Sand, gravel.
149	Kingston, . . .	Yes, . . .	Clay, sand, peat, lumber.
150	Lakeville, . . .	N. S., . . .	N. S.
173	Marion, . . .	No, . . .	Lumber, stone.
175	Marshfield, . . .	Strawberries, vegetables, . . .	Clay, sand, lumber.
177	Mattapoisett, . . .	Fruits, fish, . . .	Lumber.
186	Middleborough, . . .	Fruits, vegetables, . . .	Clay, sand, lumber.
222	Norwell, . . .	Not to any extent, . . .	Clay, sand, peat, lumber.
233	Pembroke, . . .	Yes, . . .	Clay, sand, peat, lumber.
241	Plymouth, . . .	Fish, cranberries, . . .	Clay, sand, peat, lumber.
242	Plympton, . . .	Yes, . . .	Lumber, sand.
253	Rochester, . . .	No, . . .	Clay, sand, peat, lumber.
254	Rockland, . . .	No, . . .	Clay, sand.
267	Scituate, . . .	Vegetables, fish, . . .	Sand, peat, clay, lumber.
313	Wareham, . . .	Quahaugs, oysters, alewives, . . .	Clay, sand, peat.
341	Whitman, . . .	No, . . .	No.
	SUFFOLK.		
251	Revere, . . .	Fruits, vegetables, . . .	Clay, sand, peat.
	WORCESTER.		
11	Ashburnham, . . .	No, . . .	Lumber.
15	Athol, . . .	No, . . .	Sand, lumber.
17	Auburn, . . .	No, . . .	No.
21	Barre, . . .	Fruits, vegetables, . . .	Sand, lumber.
28	Berlin, . . .	Fruits, vegetables, . . .	Clay, sand, peat, lumber.
32	Blackstone, . . .	No, . . .	No.
34	Bolton, . . .	Apples, vegetables, . . .	Lumber, wood, sand, clay.
39	Boylston, . . .	Vegetables, . . .	Clay, sand.
45	Brookfield, . . .	No, . . .	Clay, sand, peat, lumber.
54	Charlton, . . .	Fruits, vegetables, . . .	Lumber.
64	Clinton, . . .	No, . . .	No.

TABLE III. — *Raw Materials and Natural Products* — Concluded.

Of- fice Num- ber	TOWNS.	Does the Town Supply Raw Materials	Are Natural Products Supplied
	WORCESTER—Con.		
72	Dana, . . . .	Yes, . . . .	Sand, lumber, clay.
79	Douglas, . . . .	No, . . . .	No.
105	Gardner, . . . .	No, . . . .	Brick clay, sand.
112	Grafton, . . . .	Not to any extent, . . . .	Clay, sand, peat, lumber.
127	Hardwick, . . . .	No, . . . .	Lumber.
128	Harvard, . . . .	Fruits, vegetables, . . . .	Sand, clay, lumber.
137	Holden, . . . .	No, . . . .	Clay, sand.
141	Hopedale, . . . .	No, . . . .	Limited amount of sand and peat.
143	Hubbardston, . . . .	No, . . . .	Lumber.
151	Lancaster, . . . .	Fruits, vegetables, . . . .	Clay, sand.
155	Leicester, . . . .	No, . . . .	No.
157	Leominster, . . . .	Fruits, vegetables, . . . .	Clay, sand, peat, lumber.
166	Lunenburg, . . . .	Fruits, vegetables, . . . .	Clay, sand, lumber.
183	Mendon, . . . .	Fruits, vegetables, . . . .	Clay, sand, peat, lumber.
189	Milford, . . . .	Not to any extent, . . . .	Granite.
190	Millbury, . . . .	No, . . . .	Clay, sand, lumber.
216	Northborough, . . . .	N. S., . . . .	N. S.
217	Northbridge, . . . .	Fruits, vegetables, . . . .	Sand, gravel, lumber.
218	North Brookfield, . . . .	Fruits, vegetables, . . . .	Clay, sand, peat, lumber.
224	Oakham, . . . .	Fruits, vegetables, . . . .	Clay, sand, lumber.
228	Oxford, . . . .	No, . . . .	Clay, sand, peat, lumber.
230	Paxton, . . . .	No, . . . .	Not to any extent.
236	Petersham, . . . .	Fruits, vegetables, . . . .	Lumber.
237	Phillipston, . . . .	Fruits, vegetables, . . . .	Clay, sand, lumber, trap rock.
244	Princeton, . . . .	Apples, . . . .	Lumber.
258	Royalston, . . . .	No, . . . .	Clay, sand, peat, lumber.
260	Rutland, . . . .	Fruits, vegetables, . . . .	Sand, lumber.
274	Shrewsbury, . . . .	No, . . . .	Not to any extent.
279	Southborough, . . . .	No, . . . .	N. S.
280	Southbridge, . . . .	Not to any extent, . . . .	Some clay, sand.
285	Sterling, . . . .	Fruits, vegetables, . . . .	Clay, sand, lumber.
297	Templeton, . . . .	No, . . . .	Clay, sand, lumber.
306	Upton, . . . .	Fruits, vegetables, . . . .	Lumber, sand, stone.
307	Uxbridge, . . . .	No, . . . .	Clay, sand, lumber.
314	Warren, . . . .	No, . . . .	Clay, sand, lumber.
319	Webster, . . . .	Fruits, vegetables, . . . .	Sand, lumber.
324	Westborough, . . . .	N. S., . . . .	Clay, sand, peat, lumber.
325	West Boylston, . . . .	Fruits, vegetables, . . . .	Clay, sand, peat, lumber.
327	West Brookfield, . . . .	Fruits, vegetables, . . . .	Sand, peat, some lumber.
331	Westminster, . . . .	Fruits, vegetables, . . . .	Clay, sand, lumber.
346	Winchendon, . . . .	No, . . . .	Clay, sand, lumber.

The following recapitulation shows the number of towns reporting the kinds of natural products supplied:

TABLE III. — RECAPITULATION — *Natural Products*.

CLASSIFICATION.	Number of Towns Report- ing Speci- fied Natural Products	CLASSIFICATION.	Number of Towns Report- ing Speci- fied Natural Products
Brownstone, . . . .	1	Quartz, . . . .	1
Clay, . . . .	148	Sand, . . . .	205
Feldspar, . . . .	1	Soapstone, . . . .	1
Granite, . . . .	8	Stone, . . . .	6
Gravel, . . . .	5	Trap rock, . . . .	1
Lime, . . . .	1	Wood, . . . .	4
Limestone, . . . .	3	Not specified, . . . .	9
Lumber, . . . .	173	No products supplied, . . . .	19
Marble, . . . .	1	Not stated, . . . .	9
Peat, . . . .	100		

TABLE IV. *Idle Workshops and Factories.* In this table is given the number of establishments idle at the time of the investigation and the kind of business last carried on in them.

Of the 297 towns considered, only 92 reported idle workshops or factories; consequently those not so reporting have been omitted from the following table:

TABLE IV.—*Idle Workshops and Factories.*

Of- fice Num- ber	TOWNS.	Number of Estab- lishments Idle	Business Last Carried on
	BARNSTABLE.		
36	Bourne, . . . .	2	N. S.
226	Orleans, . . . .	2	Clothing manufactories.
	BERKSHIRE		
4	Adams, . . . .	1	N. S.
71	Dalton, . . . .	2	Cotton mill, woolen mill.
115	Great Barrington, . . . .	2	N. S.
124	Hancock, . . . .	1	Woolen mill.
135	Hinsdale, . . . .	3	Woolen mills.
152	Lanesborough, . . . .	2	Glass plant, iron works.
208	New Marlborough, . . . .	6	2 paper mills, 4 grist mills.
263	Sandisfield, . . . .	1	N. S.
270	Sheffield, . . . .	1	Marble works.
286	Stockbridge, . . . .	1	N. S.
305	Tyringham, . . . .	2	N. S.
336	West Stockbridge, . . . .	1	Marble quarry.
	BRISTOL.		
104	Freetown, . . . .	3	Waste washing mill, 2 sawmills.
171	Mansfield, . . . .	2	Knife shop, shoe shop.
221	Norton, . . . .	1	N. S.
276	Somerset, . . . .	3	2 nail factories, 1 shoe shop.
	ESSEX.		
7	Amesbury, . . . .	n. s.	2 shoe shops.
9	Andover, . . . .	2	1 hat factory, 1 n. s.
38	Boxford, . . . .	2	N. S.
73	Danvers, . . . .	4	2 morocco factories, 2 shoe factories.
107	Georgetown, . . . .	1	N. S.
172	Marblehead, . . . .	n. s.	Shoe factories.
184	Merrimac, . . . .	7	N. S.
257	Rowley, . . . .	1	Heel factory.
323	Wenham, . . . .	1	Morocco factory.
332	West Newbury, . . . .	2	Shoe factory, comb factory.
	FRANKLIN.		
68	Conway, . . . .	1	N. S.
108	Gill, . . . .	1	Pulp.
116	Greenfield, . . . .	2	Shoe factory, printing and electrotyping plant.
160	Leyden, . . . .	1	Box factory.
195	Montague, . . . .	1	Shoe factory.
315	Warwick, . . . .	n. s.	Sawmills.
	HAMPDEN.		
123	Hampden, . . . .	1	Woolen mill.
	HAMPSHIRE.		
8	Amherst, . . . .	1	N. S.
87	Easthampton, . . . .	4	Silk mill, button mill, ribbon mill, wagon manufacturing plant.



TABLE IV.—*Idle Workshops and Factories*—Concluded.

Of- fice Num- ber	TOWNS.	Number of Estab- lishments Idle	Business Last Carried on
	HAMPSHIRE—Con.		
110	Goschen, . . .	2	Sawmills.
117	Greenwich, . . .	1	Carriage shop.
239	Plainfield, . . .	2	N. S.
330	Westhampton, . . .	1	Woodworking.
	MIDDLESEX.		
14	Ashland, . . .	2	N. S.
23	Bedford, . . .	1	N. S.
102	Framingham, . . .	6	N. S.
139	Holliston, . . .	8	1 nail factory, 1 harness factory, 1 straw factory, 5 shoe factories.
142	Hopkinton, . . .	2	Shoe factories.
234	Pepperell, . . .	1	Carriage factory.
272	Sherborn, . . .	1	Shoe shop.
273	Shirley, . . .	4	1 grist and lumber mill, 1 saw and grist mill, 2 n. s.
287	Stoneham, . . .	3	Shoe factories.
291	Sudbury, . . .	2	1 saw mill, 1 n. s.
298	Tewksbury, . . .	1	Machine shop.
318	Wayland, . . .	1	Shoe shop.
	NORFOLK.		
25	Bellingham, . . .	1	N. S.
50	Canton, . . .	3	N. S.
101	Foxborough, . . .	1	Electrical apparatus.
103	Franklin, . . .	2	Straw shop, textile factory.
136	Holbrook, . . .	2	Shoe factories.
179	Medfield, . . .	1	N. S.
181	Medway, . . .	1	Shoe shop.
191	Millis, . . .	1	Brick yard.
202	Needham, . . .	1	Paper mill.
269	Sharon, . . .	1	Nail factory.
310	Walpole, . . .	1	N. S.
339	Weymouth, . . .	4	Shoe factories.
	PLYMOUTH.		
42	Bridgewater, . . .	2	1 box factory, 1 n. s.
52	Carver, . . .	1	Foundry.
84	Duxbury, . . .	1	N. S.
126	Hanson, . . .	2	N. S.
149	Kingston, . . .	5	N. S.
222	Norwell, . . .	1	N. S.
241	Plymouth, . . .	2	Stove foundry, straw factory.
242	Plympton, . . .	3	1 shoe factory, 1 tack factory, 1 n. s.
	SUFFOLK.		
251	Revere, . . .	1	Chocolate factory.
	WORCESTER.		
11	Ashburnham, . . .	2	N. S.
15	Athol, . . .	4	1 comb factory, 3 n. s.
21	Barre, . . .	3	1 box shop, 2 n. s.
45	Brookfield, . . .	4	N. S.
54	Charlton, . . .	1	Wire mill.
64	Clinton, . . .	3	N. S.
143	Hubbardston, . . .	1	Boot and shoe factory.
155	Leicester, . . .	3	2 sawmills, 1 n. s.
166	Lunenburg, . . .	3	Sawmill, wheelwright shop, creamery.
189	Milford, . . .	4	1 shoe shop, 1 straw shop, 2 n. s.
218	North Brookfield, . . .	2	N. S.
237	Phillipston, . . .	2	N. S.
297	Templeton, . . .	5	N. S.
306	Upton, . . .	1	Straw hat factory.
307	Uxbridge, . . .	2	N. S.
314	Warren, . . .	2	N. S.
319	Webster, . . .	3	N. S.
324	Westborough, . . .	n. s.	Straw hat factories, shoe factories.

TABLE V. *Industries Wanted: By Towns.* The selectmen of each town were asked whether help could be obtained to work the entire year, and also what industries were wanted — that is, best suited to the town. The results of these inquiries are presented below, arranged by towns.

TABLE V.—*Industries Wanted: By Towns.*

Office Number	TOWNS.	Can "Help" be Obtained to Work the Entire Year	Industries
BARNSTABLE.			
20	Barnstable, . . .	yes	Canning.
36	Bourne . . .	100	Iron casting, woodworking, canning, hats, sashes, blinds, doors.
41	Brewster, . . .	yes	N. S.
55	Chatham, . . .	300	Shoes, canning.
86	Eastham, . . .	yes	Canning, pants, overalls, shirts.
129	Harwich, . . .	yes	N. S.
176	Mashpee, . . .	90	N. S.
226	Orleans, . . .	n. s.	Clothing.
245	Provincetown, . . .	1,000	Cotton.
264	Sandwich, . . .	yes	N. S.
303	Truro, . . .	200	N. S.
321	Wellfleet, . . .	300	N. S.
354	Yarmouth, . . .	yes	Hotel.
BERKSHIRE.			
4	Adams, . . .	n. s.	Paper, cotton, woolen.
6	Alford, . . .	no	Marble, canning, farming.
22	Becket, . . .	no	N. S.
58	Cheshire, . . .	yes	Shoes, glass.
71	Dalton, . . .	yes	Cotton, woolen, paper.
91	Egremont, . . .	no	N. S.
100	Florida, . . .	yes	Sanatorium for lung diseases.
115	Great Barrington, . . .	200	N. S.
124	Hancock, . . .	no	Woolen, tanneries.
135	Hinsdale, . . .	yes	Woolen.
152	Lanesborough, . . .	no	Sashes and blinds, hotel.
154	Lee, . . .	yes	Paper, wire, etc.
156	Lenox, . . .	yes	N. S.
196	Monterey, . . .	no	Woodworking, brick.
203	New Ashford, . . .	20	Canning.
208	New Marlborough, . . .	100	N. S.
227	Otis, . . .	yes	Woodworking.
252	Richmond, . . .	100	Woodworking, canning.
263	Sandisfield, . . .	no	Woodworking, dairies, cattle raising.
266	Savoy, . . .	yes	Woodworking, lumber, electricity.
270	Sheffield, . . .	yes	N. S.
286	Stockbridge, . . .	yes	N. S.
305	Tyringham, . . .	no	N. S.
316	Washington, . . .	<sup>1</sup> yes	Wood, glass, brick.
336	West Stockbridge, . . .	yes	Shirts, cereals.
344	Williamstown, . . .	yes	N. S.
348	Windsor, . . .	yes	Hotel.
BRISTOL.			
3	Acushnet, . . .	<sup>1</sup> yes	Canning.
16	Attleborough, . . .	yes	N. S.
27	Berkley, . . .	400	Brick, shoes.
78	Dighton, . . .	yes	N. S.
89	Easton, . . .	no	Shoes, iron, machine shops.
96	Fairhaven, . . .	yes	Cotton, canning.
104	Freetown, . . .	no	Boxes, hotel.
171	Mansfield, . . .	<sup>1</sup> yes	N. S.
215	North Attleborough, . . .	yes	Jewelry, machinery, boots and shoes, brushes.
221	Norton, . . .	yes	Canning, creamery; manufacturing, n. s.
248	Raynham, . . .	40 or 50	Shoes.
250	Rehoboth, . . .	<sup>1</sup> yes	Cotton, woolen, brick.

<sup>1</sup> From adjacent cities and towns.

TABLE V. — *Industries Wanted: By Towns* — Continued.

Of- fice Num- ber	TOWNS.	Can "Help" be Obtained to Work the Entire Year	Industries
	BRISTOL — Con.		
268	Seekonk, . . .	no	N. S.
276	Somerset, . . .	200	Iron, canning.
295	Swansea, . . .	250	Bleachery and dyeing, canning, jewelry, shoes.
334	Westport, . . .	yes	Canning.
	DUKES.		
62	Chilmark, . . .	30	Fish canning.
69	Cottage City, . . .	yes	N. S.
90	Edgartown, . . .	50	Manufacturing, n. s.
106	Gay Head, . . .	25	Brick, tile, fish fertilizing, canning.
299	Tisbury, . . .	100	Canning.
337	West Tisbury, . . .	no	N. S.
	ESSEX.		
7	Amesbury, . . .	yes	Carriages, cotton, shoes.
9	Andover, . . .	yes	Shoes.
38	Boxford, . . .	20 or 30	Canning, apple evaporation.
73	Danvers, . . .	1,000	Shoes, leather.
107	Georgetown, . . .	n. s.	Boots and shoes.
119	Groveland, . . .	150	Shoes.
122	Hamilton, . . .	no	N. S.
148	Ipswich, . . .	no	N. S.
168	Lynnfield, . . .	<sup>1</sup> yes	Shoes.
170	Manchester, . . .	no	Hotel.
172	Marblehead, . . .	yes	Shoes.
184	Merrimac, . . .	300	Shoes, brick, furniture.
185	Methuen, . . .	no	N. S.
188	Middleton, . . .	75	Shoes.
206	Newbury, . . .	250	Shoes, chairs.
214	North Andover, . . .	<sup>1</sup> yes	Shoes, cotton, woolen.
231	Peabody, . . .	<sup>1</sup> yes	Shoes.
255	Rockport, . . .	yes	Boots and shoes, cotton, gloves, machinery, woolen.
257	Rowley, . . .	n. s.	Heels, shoes.
262	Salisbury, . . .	500	Canning.
265	Saugus, . . .	yes	Shoes.
301	Topsfield, . . .	no	Hotel.
323	Wenham, . . .	no	Manufacturing, n. s.
332	West Newbury, . . .	yes	Shoes, combs, canning.
	FRANKLIN.		
13	Ashfield, . . .	no	Woodworking.
29	Bernardston, . . .	25	Canning, hotel.
47	Buckland, . . .	200	N. S.
53	Charlemont, . . .	no	N. S.
66	Colrain, . . .	no	N. S.
68	Conway, . . .	no	Paper, woolen, tobacco sorting, machine shop.
76	Deerfield, . . .	35	N. S.
93	Erving, . . .	yes	Tools.
108	Gill, . . .	yes	Lumber, machinery, tools.
116	Greenfield, . . .	yes	Hotel.
132	Hawley, . . .	no	N. S.
133	Heath, . . .	no	Woodworking, canning.
158	Leverett, . . .	25 or 30	N. S.
160	Leyden, . . .	<sup>1</sup> yes	Canning.
193	Monroe, . . .	<sup>1</sup> yes	Lumber.
195	Montague, . . .	yes	Machine and tool shops.
219	Northfield, . . .	yes	N. S.
225	Orange, . . .	500	N. S.
256	Rowe, . . .	n. s.	Canning.
271	Shelburne, . . .	no	Hotel.
292	Sunderland, . . .	n. s.	N. S.
315	Warwick, . . .	50	Boxes.
322	Wendell, . . .	500	N. S.
340	Whately, . . .	yes	N. S.
	HAMPDEN.		
5	Agawam, . . .	100	Paper.
33	Blandford, . . .	no	Boxes, cooperage, woodworking.

<sup>1</sup> From adjacent cities and towns.

TABLE V. — *Industries Wanted: By Towns* — Continued.

Of- ice Num- ber	TOWNS.	Can "Help" be Obtained to Work the Entire Year	Industries
	HAMPDEN — Con.		
43	Brimfield, . . .	no	N. S.
59	Chester, . . .	yes	Woolen, hotel.
88	East Longmeadow, . . .	yes	N. S.
123	Hampden, . . .	yes	Woolen, woodworking, shoes.
138	Holland, . . .	no	N. S.
163	Longmeadow, . . .	<sup>1</sup> yes	Canning, hotel.
194	Monson, . . .	yes	N. S.
229	Palmer, . . .	n. s.	N. S.
259	Russell, . . .	yes	N. S.
300	Tolland, . . .	n. s.	Wood.
309	Wales, . . .	150	Woolen, lumber.
328	Westfield, . . .	500	N. S.
342	Wilbraham, . . .	no	N. S.
	HAMPSHIRE.		
8	Amherst, . . .	no	N. S.
24	Belchertown, . . .	yes	Grain, boxes, canning, lumber, sawmill.
60	Chesterfield, . . .	no	Woodworking.
87	Easthampton, . . .	yes	Boxes, machine and cabinet shops, hotel.
110	Goshen, . . .	25	Granite quarrying, lumber, canning.
113	Granby, . . .	yes	N. S.
117	Greenwich, . . .	no	Cotton, woolen.
120	Hadley, . . .	yes	Beet sugar.
130	Hatfield, . . .	no	Manufacturing, n. s.
146	Huntington, . . .	150	N. S.
187	Middlefield, . . .	yes	N. S.
232	Pelham, . . .	no	Boxes, excelsior, charcoal, hotel.
239	Plainfield, . . .	yes	N. S.
243	Prescott, . . .	no	Boxes.
278	Southampton, . . .	yes	N. S.
281	South Hadley, . . .	no	N. S.
312	Ware, . . .	yes	N. S.
330	Westhampton, . . .	400	Woodworking, canning.
343	Williamsburg, . . .	<sup>1</sup> yes	Wood turning, machine tools.
352	Worthington, . . .	no	Woodworking, hotel.
	MIDDLESEX.		
2	Acton, . . .	yes	Woodworking, woolen, boots and shoes, canning, machine shops
10	Arlington, . . .	200	N. S.
12	Ashby, . . .	no	N. S.
14	Ashland, . . .	200	Boots and shoes, thread, machinery.
19	Ayer, . . .	yes	N. S.
23	Bedford, . . .	no	N. S.
31	Billerica, . . .	yes	N. S.
37	Boxborough, . . .	no	Canning, creamery.
48	Burlington, . . .	no	Farming.
67	Concord, . . .	no	N. S.
81	Dracut, . . .	yes	Canning; manufacturing, n. s.
102	Framingham, . . .	1,000	N. S.
118	Groton, . . .	100	N. S.
139	Holliston, . . .	1,000	Boots and shoes, straw, cotton, woolen, furniture, nails, harness, etc.
142	Hopkinton, . . .	300	Shoes.
144	Hudson, . . .	yes	N. S.
159	Lexington, . . .	yes	N. S.
162	Littleton, . . .	150 to 250	N. S.
178	Maynard, . . .	500	Woolen, textile.
201	Natick, . . .	200 to 500	Shoes.
220	North Reading, . . .	yes	Shoes.
234	Pepperell, . . .	yes	Boxes, carriages, shoes.
249	Reading, . . .	yes	Watches, organ pipes, paints and oils.
272	Sherborn, . . .	no	N. S.
273	Shirley, . . .	yes	Canning.
287	Stoneham, . . .	yes	Boots and shoes.
289	Stow, . . .	no	Shoes, woodworking.
291	Sudbury, . . .	<sup>1</sup> yes	Farming.
298	Tewksbury, . . .	yes	Machinery.
302	Townsend, . . .	yes	Canning, shoes, boxes, wood pulp.
304	Tyngsborough, . . .	<sup>1</sup> yes	N. S.
308	Wakefield, . . .	yes	Shoes, rattan, iron.

<sup>1</sup> From adjacent cities and towns.



TABLE V. — *Industries Wanted: By Towns* — Continued.

Of- fice Num- ber	TOWNS.	Can "Help" be Obtained to Work the Entire Year	Industries
	MIDDLESEX—Con.		
317	Watertown, . . .	yes	N. S.
318	Wayland, . . .	yes	Canning, creameries, shoes, hotel.
329	Westford, . . .	no	Fruit growing, quarrying; manufacturing, <i>n. s.</i>
345	Wilmington, . . .	100	Canning.
	NANTUCKET.		
200	Nantucket, . . .	50 to 75	N. S.
	NORFOLK.		
18	Avon, . . .	yes	Boots and shoes.
25	Bellingham, . . .	500	Straw goods, shoes, woolen, canning.
40	Braintree, . . .	yes	N. S.
46	Brookline, . . .	500	N. S.
50	Canton, . . .	no	Boots and shoes.
75	Dedham, . . .	yes	N. S.
101	Foxborough, . . .	yes	N. S.
103	Franklin, . . .	yes	N. S.
136	Holbrook, . . .	400	Shoes.
147	Hyde Park, . . .	<sup>1</sup> yes	N. S.
179	Medfield, . . .	25 to 50	N. S.
181	Medway, . . .	1,000	Boots and shoes, straw goods, boxes, woolen, canning, needles and awls.
191	Millis, . . .	n. s.	Machine work, canning, brick.
192	Milton, . . .	300 to 400	Manufacturing, <i>n. s.</i>
202	Needham, . . .	yes	Machine shops, textiles.
211	Norfolk, . . .	100	N. S.
223	Norwood, . . .	n. s.	N. S.
240	Plainville, . . .	<sup>1</sup> yes	N. S.
247	Randolph, . . .	yes	Shoes, woolen, hosiery, novelties.
269	Sharon, . . .	300	N. S.
288	Stoughton, . . .	yes	Shoes, rubber, woolen.
310	Walpole, . . .	no	Machinery, paper, leather.
320	Wellesley, . . .	100	N. S.
338	Westwood, . . .	50	Hotel.
339	Weymouth, . . .	400	N. S.
353	Wrentham, . . .	150	Straw goods, jewelry, boots and shoes, confectionery.
	PLYMOUTH.		
1	Abington, . . .	yes	Shoes.
42	Bridgewater, . . .	yes	N. S.
52	Carver, . . .	n. s.	Raising cranberries, barrels, lumber.
84	Duxbury, . . .	yes	N. S.
85	East Bridgewater, . . .	no	N. S.
121	Halifax, . . .	75	Canning.
126	Hanson, . . .	yes	Shoes.
134	Hingham, . . .	yes	Shoes, buckets.
149	Kingston, . . .	no	N. S.
150	Lakeville, . . .	no	N. S.
173	Marion, . . .	50	Manufacturing, <i>n. s.</i>
175	Marshfield, . . .	yes	Lumber, canning.
177	Mattapoisett, . . .	yes	N. S.
186	Middleborough, . . .	yes	Shoes, canning, butter, brick, boxes, hotel.
222	Norwell, . . .	no	Shoes.
233	Pembroke, . . .	200	Shoes.
241	Plymouth, . . .	yes	N. S.
242	Plympton, . . .	yes	Cotton, woolen, shoes, tacks, boxes.
253	Rochester, . . .	yes	Barrels.
254	Rockland, . . .	yes	N. S.
267	Scituate, . . .	500	Canning.
313	Wareham, . . .	200	Manufacturing, <i>n. s.</i>
341	Whitman, . . .	yes	Boots and shoes, tacks, nails, eyelets, boxes, machine shops.
	SUFFOLK.		
251	Revere, . . .	1,000 to 2,000	N. S.
	WORCESTER.		
11	Ashburnham, . . .	200	N. S.
15	Athol, . . .	yes	Combs, straw hats, boots and shoes, machinery, woodenware, woolen, shoddy.

<sup>1</sup> From adjacent cities and towns.

TABLE V. — *Industries Wanted: By Towns* — Concluded.

Of- fice Num- ber	TOWNS.	Can "Help" be Obtained to Work the Entire Year	Industries
	WORCESTER—Con.		
17	Auburn, . . .	no	N. S.
21	Barre, . . .	yes	Straw goods, boxes, cotton, woolen.
28	Berlin, . . .	yes	N. S.
32	Blackstone, . . .	yes	Rubber, woolen, cotton.
34	Bolton, . . .	no	N. S.
45	Brookfield, . . .	yes	Shoes.
54	Charlton, . . .	yes	Woolen, satin.
64	Clinton, . . .	500	N. S.
72	Dana, . . .	50	N. S.
79	Douglas, . . .	no	N. S.
105	Gardner, . . .	yes	Iron, woodworking.
112	Grafton, . . .	yes	N. S.
127	Hardwick, . . .	no	Cotton, woolen.
128	Harvard, . . .	n. s.	N. S.
137	Holden, . . .	yes	N. S.
141	Hopedale, . . .	no	N. S.
143	Hubbardston, . . .	<sup>1</sup> yes	Woolen, hotel.
151	Lancaster, . . .	<sup>1</sup> yes	Canning.
155	Leicester, . . .	yes	Cotton, woolen, clothing.
157	Leominster, . . .	no	Iron, foundries, machine shops, hotel.
166	Lunenburg, . . .	yes	Canning, hotel.
183	Mendon, . . .	50	Canning.
189	Milford, . . .	1,000	Granite quarrying.
190	Millbury, . . .	yes	Woolen, iron.
216	Northborough, . . .	50	N. S.
217	Northbridge, . . .	yes	N. S.
218	North Brookfield, . . .	yes	Boots and shoes, hotel.
224	Oakham, . . .	yes	N. S.
228	Oxford, . . .	yes	N. S.
230	Paxton, . . .	no	Manufacturing, n. s.
236	Petersham, . . .	<sup>1</sup> yes	Lumber.
237	Phillipston, . . .	50	Canning, woodworking.
258	Royalston, . . .	no	Cotton, woolen.
260	Rutland, . . .	50	Canning.
279	Southborough, . . .	100	Hotel.
280	Southbridge, . . .	no	Optical, cotton, woolen.
285	Sterling, . . .	yes	Woodworking, pottery.
297	Templeton, . . .	no	Manufacturing, n. s.
306	Upton, . . .	500	Straw hats, shoes.
307	Uxbridge, . . .	yes	Machine shops; manufacturing, n. s.
314	Warren, . . .	n. s.	N. S.
319	Webster, . . .	500	N. S.
324	Westborough, . . .	yes	Straw hats, shoes.
325	West Boylston, . . .	100	Chairs.
327	West Brookfield, . . .	no	Canning.
331	Westminster, . . .	yes	Chairs, boxes, shoes, paper, canning, brick, woolen, cotton.
346	Winchendon, . . .	no	N. S.

<sup>1</sup> From adjacent cities and towns.

TABLE VI. *Industries Wanted: By Industries.* This presentation is a rearrangement of the information given in Table V, and shows the industries wanted, arranged alphabetically, with the names of the towns desiring such industries arranged alphabetically thereunder.

Manufacturers desirous of extending their facilities will find, in the following table, the names of towns wanting certain industries established, or re-established therein. Many towns have skilled help awaiting the opportunity for employment in occupations with which they are acquainted. A letter addressed

to the Chairman of the Board of Selectmen in any of the towns mentioned would doubtless elicit fuller particulars than can be given here. Many of the towns have Boards of Trade which will co-operate with the town officials in supplying desired information.

TABLE VI.—*Industries Wanted: By Industries.*

INDUSTRIES AND TOWNS.	INDUSTRIES AND TOWNS.	INDUSTRIES AND TOWNS.
<i>Apple Evaporation.</i> Boxford.  <i>Barrels.</i> Carver. Rochester.  <i>Beet Sugar.</i> Hadley.  <i>Bleaching and Dyeing.</i> Swansea.  <i>Boots and Shoes.</i> Abington. Acton. Amesbury. Andover. Ashland. Athol. Avon. Bellingham. Berkley. Brookfield. Canton. Chatham. Cheshire. Danvers. Easton. Georgetown. Groveland. Hampden. Hanson. Hingham. Holbrook. Holliston. Hopkinton. Lynnfield. Marblehead. Medway. Merrimac. Middleborough. Middleton. Natick. Newbury. North Andover. North Attleborough. North Brookfield. North Reading. Norwell. Peabody. Pembroke. Pepperell. Plympton. Randolph. Raynham. Rockport. Rowley. Saugus. Stoneham. Stoughton. Stow. Swansea. Townsend.	<i>Boots and Shoes—Con.</i> Upton. Wakefield. Wayland. Westborough. Westminster. West Newbury. Whitman. Wrentham.  <i>Boxes.</i> Barre. Belchertown. Blandford. Easthampton. Freetown. Medway. Middleborough. Pelham. Pepperell. Plympton. Prescott. Townsend. Warwick. Westminster. Whitman.  <i>Brick.</i> Berkley. Merrimac. Middleborough. Millis. Monterey. Rehoboth. Washington. Westminster.  <i>Brick and Tiles.</i> Gay Head.  <i>Brushes.</i> North Attleborough.  <i>Buckets.</i> Hingham.  <i>Cabinet Making.</i> Easthampton.  <i>Canning.</i> Acton. Acushnet. Alford. Barnstable. Belchertown. Bellingham. Bernardston. Bourne. Boxborough. Boxford. Chatham. Chilmark. Dracut. Eastham.	<i>Canning—Con.</i> Fairhaven. Gay Head. Goshen. Halifax. Heath. Lancaster. Leyden. Longmeadow. Lunenburg. Marshfield. Medway. Mendon. Middleborough. Millis. New Ashford. Norton. Phillipston. Richmond. Rowe. Rutland. Salisbury. Scituate. Shirley. Somerset. Swansea. Tisbury. Townsend. Wayland. West Brookfield. Westhampton. Westminster. West Newbury. Westport. Wilmington.  <i>Carriages.</i> Amesbury. Pepperell.  <i>Cattle Raising.</i> Sandisfield.  <i>Cereals.</i> West Stockbridge.  <i>Chairs.</i> Newbury. West Boylston. Westminster.  <i>Charcoal.</i> Pelham.  <i>Clothing.</i> Leicester. Orleans.  <i>Combs.</i> Athol. West Newbury.  <i>Confectionery.</i> Wrentham.

TABLE VI. — *Industries Wanted: By Industries* — Continued.

INDUSTRIES AND TOWNS.	INDUSTRIES AND TOWNS.	INDUSTRIES AND TOWNS.
<i>Cooperage.</i> Blandford.	<i>Harnesses.</i> Holliston.	<i>Nails.</i> Holliston. Whitman.
<i>Cotton Goods.</i> Adams. Amesbury. Barre. Blackstone. Dalton. Fairhaven. Greenwich. Hardwick. Holliston. Leicester. North Andover. Plympton. Provincetown. Rehoboth. Rockport. Royalston. Southbridge. Westminster.	<i>Hats.</i> Bourne. <i>Heels.</i> Rowley. <i>Hosiery.</i> Randolph. <i>Iron.</i> Bourne. Easton. Gardner. Leominster. Millbury. Somerset. Wakefield. <i>Jewelry.</i> North Attleborough. Swansea. Wrentham. <i>Leather.</i> Danvers. Walpole. <i>Lumber.</i> Belchertown. Carver. Gill. Goshen. Marshfield. Monroe. Petersham. Savoy. Wales. <i>Machinery.</i> Acton. Ashland. Athol. Conway. Easthampton. Easton. Gill. Leominster. Millis. Montague. Needham. North Attleborough. Rockport. Tewksbury. Uxbridge. Walpole. Whitman. <i>Manufacturing, n. s.</i> Dracut. Edgartown. Hatfield. Marion. Milton. Norton. Paxton. Templeton. Uxbridge. Wareham. Wenham. Westford.	<i>Needles and Auls.</i> Medway. <i>Novelties.</i> Randolph. <i>Optical Goods.</i> Southbridge. <i>Organ Pipes.</i> Reading. <i>Paints and Oils.</i> Reading. <i>Pants, Overalls, and Shirts.</i> Eastham. <i>Paper.</i> Adams. Agawam. Conway. Dalton. Lee. Walpole. Westminster. <i>Pottery.</i> Sterling. <i>Quarrying Granite.</i> Goshen. Milford. Westford. <i>Rattan.</i> Wakefield. <i>Rubber Goods.</i> Blackstone. Stoughton. <i>Satinets.</i> Charlton. <i>Sawmills.</i> Belchertown. <i>Shirts.</i> West Stockbridge. <i>Shoddy.</i> Athol. <i>Straw Goods.</i> Athol. Barre. Bellingham. Holliston. Medway. Upton. Westborough. Wrentham. <i>Tacks.</i> Plympton. Whitman. <i>Tanneries.</i> Hancock.
<i>Cranberry Raising.</i> Carver.		
<i>Creameries.</i> Boxborough. Norton. Wayland.		
<i>Dairies.</i> Middleborough. Sandisfield.		
<i>Doors, Blinds, and Sashes.</i> Bourne. Lanesborough.		
<i>Electricity.</i> Savoy.		
<i>Excelsior.</i> Pelham.		
<i>Eyelets</i> Whitman.		
<i>Farming.</i> Alford. Burlington. Sudbury.		
<i>Fish Fertilizers.</i> Gay Head.		
<i>Foundries.</i> Leominster.		
<i>Fruit Growing.</i> Westford.		
<i>Furniture.</i> Holliston. Merrimac.		
<i>Glass.</i> Cheshire. Washington.		
<i>Gloves.</i> Rockport.		
<i>Grain.</i> Belchertown.		



TABLE VI. — *Industries Wanted: By Industries* — Concluded.

INDUSTRIES AND TOWNS.	INDUSTRIES AND TOWNS.	INDUSTRIES AND TOWNS.
<p><i>Textiles.</i></p> <p>Maynard.</p> <p>Needham.</p> <p><i>Thread.</i></p> <p>Ashland.</p> <p><i>Tobacco.</i></p> <p>Conway.</p> <p><i>Tools.</i></p> <p>Erving.</p> <p>Gill.</p> <p>Montague.</p> <p>Williamsburg.</p> <p><i>Watches.</i></p> <p>Reading.</p> <p><i>Wire.</i></p> <p>Lee.</p> <p><i>Wooden Goods.</i></p> <p>Acton.</p> <p>Ashfield.</p> <p>Athol.</p> <p>Blandford.</p> <p>Bourne.</p> <p>Chesterfield.</p> <p>Gardner.</p> <p>Hampden.</p> <p>Heath.</p> <p>Monterey.</p> <p>Otis.</p> <p>Phillipston.</p> <p>Richmond.</p> <p>Sandisfield.</p> <p>Savoy.</p> <p>Sterling.</p> <p>Stow.</p> <p>Tolland.</p> <p>Washington.</p> <p>Westhampton.</p> <p>Williamsburg.</p> <p>Worthington.</p> <p><i>Wood Pulp.</i></p> <p>Townsend.</p> <p><i>Woolen Goods.</i></p> <p>Acton.</p> <p>Adams.</p> <p>Athol.</p> <p>Barre.</p> <p>Bellingham.</p> <p>Blackstone.</p> <p>Charlton.</p> <p>Chester.</p> <p>Conway.</p> <p>Dalton.</p> <p>Greenwich.</p> <p>Hampden.</p> <p>Hancock.</p> <p>Hardwick.</p> <p>Hinsdale.</p> <p>Holliston.</p> <p>Hubbardston.</p> <p>Leicester.</p> <p>Maynard.</p> <p>Medway.</p> <p>Millbury.</p> <p>North Andover.</p> <p>Plympton.</p>	<p><i>Woolen Goods—Con.</i></p> <p>Randolph.</p> <p>Rehoboth.</p> <p>Rockport.</p> <p>Royalston.</p> <p>Southbridge.</p> <p>Stoughton.</p> <p>Wales.</p> <p>Westminster.</p> <p><i>Wanted, but not Specified.</i></p> <p>Amherst.</p> <p>Arlington.</p> <p>Ashburnham.</p> <p>Ashby.</p> <p>Attleborough.</p> <p>Auburn.</p> <p>Ayer.</p> <p>Becket.</p> <p>Bedford.</p> <p>Berlin.</p> <p>Billerica.</p> <p>Bolton.</p> <p>Braintree.</p> <p>Brewster.</p> <p>Bridgewater.</p> <p>Brimfield.</p> <p>Brookline.</p> <p>Buckland.</p> <p>Charlemont.</p> <p>Clinton.</p> <p>Colrain.</p> <p>Concord.</p> <p>Cottage City.</p> <p>Dana.</p> <p>Dedham.</p> <p>Deerfield.</p> <p>Dighton.</p> <p>Douglas.</p> <p>Duxbury.</p> <p>East Bridgewater.</p> <p>East Longmeadow.</p> <p>Egremont.</p> <p>Foxborough.</p> <p>Framingham.</p> <p>Franklin.</p> <p>Grafton.</p> <p>Granby.</p> <p>Great Barrington.</p> <p>Groton.</p> <p>Hamilton.</p> <p>Harvard.</p> <p>Harwich.</p> <p>Hawley.</p> <p>Holden.</p> <p>Holland.</p> <p>Hopedale.</p> <p>Hudson.</p> <p>Huntington.</p> <p>Hyde Park.</p> <p>Ipswich.</p> <p>Kingston.</p> <p>Lakeville.</p> <p>Lenox.</p> <p>Leverett.</p> <p>Lexington.</p> <p>Littleton.</p> <p>Mansfield.</p> <p>Mashpee.</p> <p>Mattapoisett.</p> <p>Medfield.</p> <p>Methuen.</p> <p>Middlefield.</p>	<p><i>Wanted, but not Specified—Con.</i></p> <p>Monson.</p> <p>Nantucket.</p> <p>New Marlborough.</p> <p>Norfolk.</p> <p>Northborough.</p> <p>Northbridge.</p> <p>Northfield.</p> <p>Norwood.</p> <p>Oakham.</p> <p>Orange.</p> <p>Oxford.</p> <p>Palmer.</p> <p>Plainfield.</p> <p>Plainville.</p> <p>Plymouth.</p> <p>Revere.</p> <p>Rockland.</p> <p>Russell.</p> <p>Sandwich.</p> <p>Seekonk.</p> <p>Sharon.</p> <p>Sheffield.</p> <p>Sherborn.</p> <p>Southampton.</p> <p>South Hadley.</p> <p>Stockbridge.</p> <p>Sunderland.</p> <p>Truro.</p> <p>Tyngsborough.</p> <p>Tyringham.</p> <p>Ware.</p> <p>Warren.</p> <p>Watertown.</p> <p>Webster.</p> <p>Wellesley.</p> <p>Wellfleet.</p> <p>Wendell.</p> <p>Westfield.</p> <p>West Tisbury.</p> <p>Weymouth.</p> <p>Whately.</p> <p>Wilbraham.</p> <p>Williamstown.</p> <p>Winchendon.</p> <p><i>Hotels.</i></p> <p>Bernardston.</p> <p>Chester.</p> <p>Easthampton.</p> <p>Freetown.</p> <p>Greenfield.</p> <p>Hubbardston.</p> <p>Lanesborough.</p> <p>Leominster.</p> <p>Longmeadow.</p> <p>Lunenburg.</p> <p>Manchester.</p> <p>Middleborough.</p> <p>North Brookfield.</p> <p>Pelham.</p> <p>Shelburne.</p> <p>Southborough.</p> <p>Topsfield.</p> <p>Wayland.</p> <p>Westwood.</p> <p>Windsor.</p> <p>Worthington.</p> <p>Yarmouth.</p> <p><i>Sanatorium.</i></p> <p>Florida.</p>

A recapitulation, showing the number of towns wanting specified industries, follows.

TABLE VI. — *Recapitulation.*

INDUSTRIES, OCCUPATIONS, AND ARTICLES.	Number of Towns Want- ing the Indus- try Specified	INDUSTRIES, OCCUPATIONS, AND ARTICLES.	Number of Towns Want- ing the Indus- try Specified
Apple evaporation, . . . . .	1	Hosiery, . . . . .	1
Barrels, . . . . .	2	Iron, . . . . .	7
Beet sugar, . . . . .	1	Jewelry, . . . . .	3
Bleaching and dyeing, . . . . .	1	Leather, . . . . .	2
Boots and shoes, . . . . .	58	Lumber, . . . . .	9
Boxes, . . . . .	15	Manufacturing, <i>n. s.</i> , . . . . .	17
Brick, . . . . .	8	Marble, . . . . .	12
Brick and tiles, . . . . .	1	Nails, . . . . .	1
Brushes, . . . . .	1	Needles and awls, . . . . .	2
Buckets, . . . . .	1	Novelties, . . . . .	1
Cabinet making, . . . . .	1	Optical goods, . . . . .	1
Canning, . . . . .	48	Organ pipes, . . . . .	1
Carriages, . . . . .	2	Paints and oils, . . . . .	1
Cattle raising, . . . . .	1	Pants, overalls, and shirts, . . . . .	1
Cereals, . . . . .	1	Paper, . . . . .	7
Chairs, . . . . .	3	Pottery, . . . . .	1
Charcoal, . . . . .	1	Quarrying granite, . . . . .	3
Clothing, . . . . .	2	Rattan, . . . . .	1
Combs, . . . . .	2	Rubber goods, . . . . .	2
Confectionery, . . . . .	1	Satinets, . . . . .	1
Cooperage, . . . . .	1	Sawmills, . . . . .	1
Cotton goods, . . . . .	18	Shirts, . . . . .	1
Cranberry raising, . . . . .	1	Shoddy, . . . . .	1
Creameries, . . . . .	3	Straw goods, . . . . .	8
Dairies, . . . . .	2	Tacks, . . . . .	2
Doors, blinds, and sashes, . . . . .	2	Tanneries, . . . . .	1
Electricity, . . . . .	1	Textiles, . . . . .	2
Excelsior, . . . . .	1	Thread, . . . . .	1
Eyelets, . . . . .	1	Tobacco, . . . . .	1
Farming, . . . . .	3	Tools, . . . . .	4
Fish fertilizers, . . . . .	1	Watches, . . . . .	1
Foundries, . . . . .	1	Wire, . . . . .	1
Fruit growing, . . . . .	1	Wooden goods, . . . . .	22
Furniture, . . . . .	2	Wood pulp, . . . . .	1
Glass, . . . . .	2	Woolen goods, . . . . .	31
Gloves, . . . . .	1	Wanted, but not specified, . . . . .	106
Grain, . . . . .	1	Hotels, . . . . .	22
Harnesses, . . . . .	1	Sanatorium, . . . . .	1
Hats, . . . . .	1		
Heels, . . . . .	1		

TABLE VII. *Summer Resorts.* This table shows the number of hotels and boarding houses in the respective towns, together with information concerning the number of persons accommodated during the season of 1905, the additional number that could be accommodated, and the number of towns, not yet considered as summer resorts, which, in the opinion of the selectmen, could be made so.

TABLE VII. — *Summer Resorts.*

Office Number	Towns.	Number of Hotels	Number of Boarding Houses	Remarks
	<b>BARNSTABLE.</b>			
20	Barnstable, . . .	—	—	About 1,300 people accommodated.
36	Bourne, . . .	—	—	A dozen hotels and boarding houses accommodate about 250 people.
41	Brewster, . . .	—	—	One of the finest places for a summer resort. Accommodations can be had for 300 people; 200 visitors last season.
55	Chatham, . . .	5	25	A summer resort of note; accommodations for 1,500 persons.
86	Eastham, . . .	—	1	Town could accommodate 100 people.
98	Falmouth, . . .	8	—	A well-known summer resort. About 2,000 guests can be accommodated.
129	Harwich, . . .	—	—	One of the finest places for a summer resort; 2,000 guests accommodated in hotels and private families.
176	Mashpee, . . .	2	—	About 200 guests accommodated during the season.
226	Orleans, . . .	—	—	Have 300 or 400 boarders during summer months.
245	Provincetown, . . .	—	—	3,000 people accommodated in numerous hotels and boarding houses.
264	Sandwich, . . .	1	2	— — —
303	Truro, . . .	3	—	Numerous boarding houses; accommodations for 300 guests.
321	Wellfleet, . . .	2	5	A summer resort to a considerable extent; 350 guests accommodated last season.
354	Yarmouth, . . .	—	4	A chance for a medium-sized hotel to do a good business.
	<b>BERKSHIRE.</b>			
4	Adams, . . .	5	—	Many private families care for a large number of guests.
6	Alford, . . .	—	—	100 guests accommodated at farm-houses.
22	Becket, . . .	1	5	A summer resort to a certain extent; 200 guests accommodated.
58	Cheshire, . . .	1	1	A number of farm-houses also accommodate summer guests.
71	Dalton, . . .	2	—	Numerous boarding houses and two hotels accommodate 100 to 200 guests every season.
91	Egremont, . . .	1	—	One hotel and 12 or 15 farm-houses accommodate 150 to 200 guests.
100	Florida, . . .	—	—	Not a summer resort, but could be made one. About 50 people accommodated in private families each season.
115	Great Barrington, . . .	3	18	A fine summer resort.
124	Hancock, . . .	—	—	Could be made an ideal summer resort.
135	Hinsdale, . . .	1	—	Several boarding houses; over 100 guests last season.
152	Lanesborough, . . .	—	—	Several boarding houses accommodated 250 people last season. A good hotel would be successful.
154	Lee, . . .	3	—	Several boarding houses furnish accommodations for many.
156	Lenox, . . .	2	—	A summer resort; 500 guests accommodated in the hotels and cottages.
196	Monterey, . . .	—	5	From 300 to 500 people accommodated in boarding houses, private families, and summer cottages.
198	Mt. Washington, . . .	—	8	Boarding houses accommodate 250 people.
203	New Ashford, . . .	—	—	Somewhat of a summer resort.
208	New Marlborough, . . .	1	—	A number of fine summer houses; 200 guests accommodated.
227	Otis, . . .	2	—	Many private families take boarders; 600 or more people could be accommodated.
252	Richmond, . . .	—	—	The finest part of the Berkshire Hills; 200 summer people accommodated.
263	Sandisfield, . . .	1	—	100 guests accommodated in farm-houses, and 100 more could be accommodated.
266	Savoy, . . .	2	—	Numerous boarding houses accommodate a large number of people.
270	Sheffield, . . .	2	25	Could accommodate 1,000 guests.

TABLE VII. — *Summer Resorts* — Continued.

Of- fice Num- ber	TOWNS.	Num- ber of Hotels	Number of Board- ing Houses	Remarks
	<b>BERKSHIRE</b> — Con.			
286	Stockbridge, .	3	8	600 guests accommodated.
305	Tyringham, .	—	—	Could be made an attractive summer re- sort. Several families take summer boarders.
316	Washington, .	—	2	32 guests accommodated.
336	W. Stockbridge, .	1	—	Several boarding houses. Especially de- sire renting of cottages for summer months.
344	Williamstown, .	3	12	One hotel not open. Accommodations could be supplied for 400 people.
348	Windsor, .	—	—	One of the best towns in the State for a summer resort. A large hotel needed.
	<b>BRISTOL.</b>			
3	Acushnet, .	—	—	50 persons could be accommodated. Not a summer resort.
16	Attleborough, .	—	—	Not a summer resort.
27	Berkley, .	—	—	Not a summer resort.
74	Dartmouth, .	2	—	500 guests accommodated in two hotels and various other places.
78	Dighton, .	1	—	Ideal place for a summer resort; 20 people accommodated.
89	Easton, .	—	—	Some guests accommodated in families, but town is not a regular summer resort.
96	Fairhaven, .	—	—	Many people visit here in Summer. Fine beach and climate similar to that of Newport.
104	Freetown, .	—	—	Could be made a fine summer resort, but there are no hotels. Boarders accom- modated in private families.
171	Mansfield, .	—	—	One large hotel and several smaller ones.
221	Norton, .	2	3	Accommodates 100 or more people.
248	Raynham, .	—	—	A pleasant summer resort could be estab- lished at Lake Nipinicket.
250	Rehoboth, .	1	—	A few summer boarders.
268	Seekonk, .	—	—	Not a summer resort.
276	Somerset, .	—	—	It is not a summer resort, but has every inducement for summer guests.
295	Swansea, .	—	—	Several summer boarding houses which ac- commodate 100 people.
334	Westport, .	—	—	Numerous boarding houses and hotels; about 2,000 people accommodated.
	<b>DUKES.</b>			
62	Chilmark, .	—	5	A summer resort. Boarding houses accom- modated 75 people last season.
69	Cottage City, .	—	—	1,200 cottages and many good hotels ac- commodate 7,000 summer people.
90	Edgartown, .	—	—	A summer resort. Hotels and boarding houses accommodate 350 guests; 3,000 visitors last Summer.
106	Gay Head, .	—	1	Could be made a good summer resort.
299	Tisbury, .	3	10	1,500 were accommodated last season.
337	West Tisbury, .	—	2	Especially healthy town. Could be made a summer resort; 30 people accommo- dated.
	<b>ESSEX.</b>			
9	Andover, .	1	—	A few private houses accommodate guests.
38	Boxford, .	—	—	Not a summer resort. Several people own or hire houses during the summer season, and 30 or 40 boarders are accommo- dated.
73	Danvers, .	1	—	One hotel and a number of boarding houses accommodate from 200 to 300 guests every Summer.
107	Georgetown, .	1	—	—
119	Groveland, .	—	—	Not a summer resort, but could be made one.
122	Hamilton, .	—	—	A residential town.
148	Ipswich, .	2	—	Not a summer resort, but fully 500 people were accommodated in the hotels and 50 cottages.



TABLE VII. — *Summer Resorts* — Continued.

Of- fice Num- ber	TOWNS.	Num- ber of Hotels	Number of Board- ing Houses	Remarks
	ESSEX — Con.			
168	Lynnfield, .	1	—	Considered quite a summer resort; 50 people accommodated.
170	Manchester, .	1	—	A beautiful summer resort; 5,000 guests accommodated in the hotel, numerous boarding houses, and cottages. Another hotel is needed.
172	Marblehead, .	3	—	Many boarding houses. Accommodations not sufficient for those applying.
184	Merrimac, .	1	—	A number of boarding houses.
185	Methuen, .	—	—	Not a summer resort.
188	Middleton, .	1	—	Several boarding houses; 300 guests accommodated.
199	Nahant, .	7	—	A well-known summer resort.
206	Newbury, .	1	—	One hotel and 100 cottages at Plum Island.
214	North Andover, .	—	—	Not a summer resort.
231	Peabody, .	—	—	Not a summer resort.
255	Rockport, .	8	12	A summer resort; 500 could be accommodated in private families.
257	Rowley, .	2	—	Several boarding houses; 75 guests accommodated. Could be made a summer resort.
262	Salisbury, .	10	10	10,000 people visit the town during a season.
265	Saugus, .	—	—	Could be made a summer resort.
301	Topsfield, .	—	4	100 people accommodated in private families and boarding houses. Hotel needed.
323	Wenham, .	—	—	Not a summer resort, but several families take summer boarders.
332	West Newbury, .	—	—	Could be made a summer resort; about 50 people accommodated last season.
	FRANKLIN.			
13	Ashfield, .	1	—	Some families take boarders and many city people have summer residences; 60 people accommodated in the hotel.
29	Bernardston, .	—	—	A few persons accommodated in private families. Good hotel would pay.
47	Buckland, .	1	—	Could be made one of the finest resorts in the State; 10 people accommodated.
53	Charlemont, .	1	1	Not a summer resort.
66	Colrain, . *	1	—	About 50 guests accommodated in one hotel and two or three farm-houses.
68	Conway, .	1	—	Not a summer resort; 75 guests accommodated.
76	Deerfield, .	3	1	About 300 people accommodated.
93	Erving, .	—	—	Not much of a summer resort, although a few guests are usually accommodated.
108	Gill, .	—	—	Not a summer resort, but pleasant locations near the Mt. Hermon School.
116	Greenfield, .	—	—	A summer resort to a certain extent, and could be made a beautiful one. Plenty of fine sites for a summer hotel.
132	Hawley, .	—	—	A few people accommodated in private families. Could be made a good summer resort for those desiring mountain air.
133	Heath, .	—	—	About 50 guests accommodated last season.
158	Leverett, .	—	—	Could be made a summer resort.
160	Leyden, .	—	—	Might be made a summer resort.
193	Monroe, .	—	—	Not a summer resort.
195	Montague, .	6	—	A very fine summer resort and many boarders.
209	New Salem, .	1	—	50 people accommodated.
219	Northfield, .	2	20	2,000 guests last season.
225	Orange, .	—	—	Excellent locality to build summer homes.
256	Rowe, .	—	—	200 guests accommodated in boarding houses.
271	Shelburne, .	2	—	Several boarding houses, but not accommodations for all who apply. Another hotel needed.
275	Shutesbury, .	2	—	Only a few guests. Could be made a fine summer resort.

TABLE VII. — *Summer Resorts* — Continued.

Of- fice Num- ber	TOWNS.	Num- ber of Hotels	Number of Board- ing Houses	Remarks
	FRANKLIN — Con.			
292	Sunderland, . . .	1	—	Many visitors to the town, but no summer boarders.
315	Warwick, . . .	1	—	About 75 people in the town last season; mostly own or rent houses.
322	Wendell, . . .	—	—	Farmers accommodate a few people. Good location for a summer resort.
340	Whately, . . .	2	—	A number of families take boarders.
	HAMPDEN.			
5	Agawam, . . .	1	1	Accommodations for 20 persons. Good opportunities for a summer resort.
33	Blandford, . . .	—	—	From 200 to 300 guests were accommodated in private families last season. From 300 to 400 people could be accommodated at the present time.
43	Brimfield, . . .	1	—	Several private families also take boarders; 25 to 30 guests accommodated. Could be made one of the best resorts.
59	Chester, . . .	1	—	Not a summer resort, but could be made one; 25 or 30 guests were accommodated in the one hotel and farm-houses last season. If there were a large hotel, 200 people would come to this town.
88	E. Longmeadow, . . .	—	—	Many beautiful sites desirable for summer homes.
123	Hampden, . . .	2	—	Could be made a summer resort; about 30 people accommodated.
138	Holland, . . .	—	—	40 people accommodated in cottages and farm-houses last summer.
163	Longmeadow, . . .	—	—	No hotel or boarding house, but a good demand for board.
194	Monson, . . .	2	—	Fine place for a summer resort. Best of hunting and fishing.
259	Russell, . . .	2	—	Very beautiful section for summer resort. Land can be obtained at reasonable prices. City people have built cottages.
300	Tolland, . . .	—	1	Several cottages; 100 people accommodated during a season.
309	Wales, . . .	1	3	Could accommodate 40 to 50 people; 20 or 25 people were in town last season.
328	Westfield, . . .	3	—	Many private families take boarders; 500 people accommodated.
342	Wilbraham, . . .	—	—	Would make a summer resort if its advantages were developed.
	HAMPSHIRE.			
8	Amherst, . . .	3	—	Well situated for a summer resort. Places vacated by 700 or more students, who return home during the Summer, would supply room for visitors.
24	Belchertown, . . .	2	—	A few private families, accommodating in all 100 people.
60	Chesterfield, . . .	1	6	150 persons accommodated during a season.
87	Easthampton, . . .	—	—	Has been a summer resort in the past, but is in need of a good hotel.
110	Goshen, . . .	1	—	Cannot be surpassed as a summer resort. Seven families take boarders; 150 guests accommodated. Several summer cottages erected recently. Many sites yet available.
113	Granby, . . .	—	—	Would make an ideal spot for a summer resort.
117	Greenwich, . . .	3	—	100 visitors accommodated in the three hotels.
120	Hadley, . . .	1	—	Not a summer resort, but one hotel and several private families accommodate summer boarders.
130	Hatfield, . . .	1	—	Not a summer resort, but could be made one.
146	Huntington, . . .	1	—	Several boarding houses; 125 summer people in town at one time.

TABLE VII. — *Summer Resorts* — Continued.

Of- fice Num- ber	TOWNS.	Num- ber of Hotels	Number of Board- ing Houses	Remarks
	HAMPSHIRE — Con.			
187	Middlefield, . . .	—	3	Somewhat of a summer resort.
232	Pelham, . . .	—	—	1,100 feet elevation; could be made an excellent summer resort if a hotel were built.
239	Plainfield, . . .	1	2	Quite a summer resort; 200 guests accommodated last season.
243	Prescott, . . .	—	—	Not a summer resort.
278	Southampton, . . .	—	—	A few persons boarded in private families every season.
281	South Hadley, . . .	1	—	Many private houses have guests; about 50 accommodated last season.
312	Ware, . . .	4	—	Not a summer resort.
330	Westhampton, . . .	—	—	It could be made a fine summer resort.
343	Williamsburg, . . .	2	—	Several boarding houses and accommodations for 50 to 75 people.
352	Worthington, . . .	1	2	Several families receive guests. 100 people could be accommodated, but if there were one or two more hotels they would be occupied.
	MIDDLESEX.			
2	Acton, . . .	—	—	Numerous hotels, boarding houses, and summer cottages accommodate 250 guests.
10	Arlington, . . .	—	—	A summer resort to some extent. Several hotels and boarding houses accommodate 350 persons.
12	Ashby, . . .	1	—	Several private families accommodate summer guests. Could be made an attractive summer resort.
14	Ashland, . . .	2	—	Some farm-houses accommodate summer guests.
19	Ayer, . . .	3	6	— — —
23	Bedford, . . .	2	—	Several boarding houses accommodate visitors.
31	Billerica, . . .	—	—	Not a summer resort, but could be made one of the best in Middlesex County.
37	Boxborough, . . .	—	—	Could be made a summer resort.
48	Burlington, . . .	—	—	Not a summer resort.
81	Dracut, . . .	2	3	Somewhat of a summer resort, could be made more so. 50 summer cottages, and about 100 guests accommodated.
83	Dunstable, . . .	—	—	Summer boarders very scarce.
102	Framingham, . . .	—	—	Not a summer resort.
118	Groton, . . .	1	—	Several boarding houses; accommodations for about 200.
139	Holliston, . . .	—	—	Finely situated for a summer resort. Accommodations for many; 100 accommodated last season.
142	Hopkinton, . . .	3	—	Several boarding houses.
144	Hudson, . . .	4	—	About a dozen boarding houses. Could be made a summer resort.
159	Lexington, . . .	2	—	A delightful place for a summer resort; 200 people accommodated.
162	Littleton, . . .	1	—	A few boarding houses; 35 to 50 guests could be accommodated.
178	Maynard, . . .	—	—	Not a summer resort.
201	Natick, . . .	1	—	Not much of a summer resort, but fine opportunities.
220	North Reading, . . .	—	—	Not a summer resort, but could be made one.
234	Pepperell, . . .	1	—	The hotel and private families accommodate 200 persons.
249	Reading, . . .	1	—	Few guests during summer season.
272	Sherborn, . . .	—	—	Not a summer resort.
273	Shirley, . . .	1	—	A number of private families receive summer boarders. 100 people could be accommodated; 60 people accommodated last season.
287	Stoneham, . . .	—	1	Could be made a summer resort.
289	Stow, . . .	—	—	Not a summer resort, but 100 cottages at Boone's Pond.

TABLE VII. — *Summer Resorts* — Continued.

Of- fice Num- ber	TOWNS.	Num- ber of Hotels	Number of Board- ing Houses	Remarks
	MIDDLESEX — Con.			
291	Sudbury, . . .	—	—	Could be made a summer resort.
298	Tewksbury, . . .	—	—	Not especially a summer resort, but many people visit the town in Summer.
302	Townsend, . . .	2	—	A lake at Townsend Harbor which could be made an attractive summer resort.
304	Tyngsborough, . . .	—	—	Could be made a summer resort.
308	Wakefield, . . .	—	—	Not a summer resort, but could be made one, as there are several suitable places for summer hotels.
317	Watertown, . . .	—	—	Not a summer resort.
318	Wayland, . . .	1	—	Needs a large hotel, and there is a great demand for summer cottages. Could be made a summer resort.
329	Westford, . . .	—	—	Very few boarders taken.
333	Weston, . . .	1	—	A summer resort; 100 to 150 guests accommodated.
345	Wilmington, . . .	1	—	About 30 summer cottages; 150 people accommodated and more could be.
	NANTUCKET.			
200	Nantucket, . . .	8	9	A well-known resort; 3,000 persons accommodated.
	NORFOLK.			
18	Avon, . . .	1	3	Not a summer resort.
25	Bellingham, . . .	—	—	About 50 people could be accommodated. Could be made more of a resort.
46	Brookline, . . .	—	—	Many desirable sites which might be utilized for hotels. A large part of population goes away during Summer.
50	Canton, . . .	—	—	Not a summer resort.
65	Cohasset, . . .	3	3	150 to 200 guests accommodated. Many summer homes.
75	Dedham, . . .	—	—	Not a summer resort.
101	Foxborough, . . .	1	—	Several boarding houses; farm-houses also take summer boarders. Accommodations furnished for 200 guests.
103	Franklin, . . .	3	—	Several boarding houses; a few visitors accommodated each year.
136	Holbrook, . . .	—	—	Could be made a summer resort.
147	Hyde Park, . . .	—	—	Not a summer resort.
179	Medfield, . . .	1	5	—
181	Medway, . . .	1	1	Could accommodate 50 in hotel and boarding house, but places could be found for 100 people.
191	Millis, . . .	—	—	Farm-houses furnish accommodations for about 75 persons.
192	Milton, . . .	—	2	A summer resort to some extent; 50 persons accommodated during summer season.
202	Needham, . . .	—	—	No large hotel, but several small private boarding houses.
211	Norfolk, . . .	—	—	200 persons accommodated in private families.
223	Norwood, . . .	—	—	Not a summer resort.
240	Plainville, . . .	—	—	Not a summer resort.
247	Randolph, . . .	1	—	Several boarding houses.
269	Sharon, . . .	2	15	250 guests can be accommodated; 150 last season.
288	Stoughton, . . .	1	—	Many private boarding houses. Stoughton is situated on high ground and is a very healthful place.
310	Walpole, . . .	—	—	Accommodations for 50 to 100 people.
320	Wellesley, . . .	—	—	100 to 200 visitors could be accommodated.
338	Westwood, . . .	—	—	No hotels, but a number of summer visitors are accommodated. A good chance for a summer hotel.
339	Weymouth, . . .	2	—	Many residents in summer cottages. About 250 were accommodated last season.
353	Wrentham, . . .	1	—	Several boarding houses. About 300 guests accommodated in hotels, boarding houses, private families, and cottages.



TABLE VII. — *Summer Resorts* — Continued.

Office Number	TOWNS.	Number of Hotels	Number of Boarding Houses	Remarks
	PLYMOUTH.			
84	Duxbury, . .	4	—	Four hotels and several boarding houses filled from July to October.
121	Halifax, . .	—	—	Several hundred boarders accommodated in summer season. Hotel recently burned is to be rebuilt; many people accommodated in farm-houses.
126	Hanson, . .	2	—	Private families take boarders. Could be made more of a resort.
134	Hingham, . .	1	—	A few large boarding houses, and many smaller houses accommodate guests; 50 people accommodated at the hotel.
145	Hull, . .	21	9	A summer resort; 4,000 guests can be accommodated.
149	Kingston, . .	1	—	Private families take boarders. About 100 people own their summer homes.
150	Lakeville, . .	—	—	Excellent locations for a summer hotel and cottages on the shores of a large lake.
173	Marion, . .	1	—	Almost wholly a summer resort. Accommodations for 300 people in the hotel and several boarding houses.
175	Marshfield, .	6	3	500 summer cottages. Accommodations for many summer residents.
177	Mattapoisett, .	—	20	Several hotels and 20 boarding houses accommodate 100 guests.
186	Middleborough, .	—	—	A good hotel or boarding house would meet a long-felt want. Many summer cottages and hundreds of visitors.
222	Norwell, . .	—	—	Not a summer resort.
233	Pembroke, . .	—	2	—
241	Plymouth, . .	10	—	A number of private summer homes; 50,000 visitors every season.
242	Plympton, . .	—	—	A summer resort to some extent.
253	Rochester, . .	—	—	Could be made a summer resort. Private families accommodate a few guests each season.
254	Rockland, . .	—	—	Not a summer resort.
267	Scituate, . .	7	10	1,000 guests accommodated during summer season.
313	Wareham, . .	7	50 to 75	A summer resort; 8,000 to 10,000 visitors during a season.
341	Whitman, . .	—	—	Not a summer resort.
	SUFFOLK.			
251	Revere, . .	—	—	Hotel and boarding house accommodations for many people. 250,000 visitors in one day.
349	Winthrop, . .	12	—	A summer resort. Population increases from 5,000 to 10,000 during the season.
	WORCESTER.			
11	Ashburnham, .	1	—	25 guests accommodated in the hotel, 100 in private houses.
17	Auburn, . .	—	—	A few private families accommodate guests.
21	Barre, . .	3	—	Several private houses take boarders; 100 guests during a season.
28	Berlin, . .	—	—	Not a summer resort, but could be made one.
32	Blackstone, .	—	—	Not a summer resort.
34	Bolton, . .	—	5	Boarding houses accommodate those who come to view the beautiful scenery.
39	Boylston, . .	—	—	Could be made a summer resort.
45	Brookfield, .	4	—	A summer resort.
54	Charlton, . .	2	—	Many guests during summer season.
64	Clinton, . .	—	—	Not a summer resort.
72	Dana, . .	—	—	About 50 people accommodated during summer season.
79	Douglas, . .	—	—	Not a summer resort.
105	Gardner, . .	—	—	Favorably located for a summer resort, but no effort has ever been made to make it one.
112	Grafton, . .	—	—	A summer resort, every available place being occupied during summer season.

TABLE VII. — *Summer Resorts* — Concluded.

Office Number	Towns.	Number of Hotels	Number of Boarding Houses	Remarks
	WORCESTER — Con.			
127	Hardwick, .	—	—	Not a summer resort, but could be made one.
128	Harvard, .	—	—	Many people take summer boarders.
137	Holden, .	5	—	A number of summer boarding houses. About 1,000 guests accommodated last season.
141	Hopedale, .	—	—	Not a summer resort.
143	Hubbardston, .	—	—	Excellent place for a summer resort. There is a fine site for a summer hotel.
151	Lancaster, .	1	—	Hotel always filled in Summer. Lancaster is a beautiful summer resort.
155	Leicester, .	3	—	A summer resort; 100 guests accommodated during a season.
157	Leominster, .	—	—	Summer hotel is much needed.
166	Lunenburg, .	—	—	A few private families take boarders. It is thought a good hotel would get all the boarders it could accommodate.
183	Mendon, .	1	—	Several private families take boarders. Accommodations for about 40 people.
189	Milford, .	—	—	Not a summer resort.
190	Millbury, .	—	—	Not a summer resort.
205	New Braintree, .	—	—	Could be made a summer resort.
216	Northborough, .	2	—	Several boarding houses; accommodations for 100 guests.
217	Northbridge, .	—	—	An excellent place for a summer resort.
218	North Brookfield, .	—	—	There is one hotel which might be opened for boarders. A few people accommodated in private families.
224	Oakham, .	2	—	150 people accommodated.
228	Oxford, .	1	—	28 people accommodated.
230	Paxton, .	2	—	Private families would take summer boarders; 50 guests could be accommodated.
236	Petersham, .	—	—	Somewhat of a summer resort; accommodations for 400 guests.
237	Phillipston, .	—	—	An ideal spot for a summer resort; 50 persons visited the town last season. Cottages have been erected on the shores of Queen Lake and are rented to summer visitors.
244	Princeton, .	4	5	Can accommodate 400 guests.
258	Royalston, .	—	—	Not a summer resort, but could be made one.
260	Rutland, .	2	—	Several boarding houses; 150 people accommodated.
274	Shrewsbury, .	3	—	Three hotels, but only one used for summer boarders. Could be made a summer resort.
279	Southborough, .	—	—	Could be made a fine summer resort by the addition of a first-class hotel.
280	Southbridge, .	3	—	Not a summer resort.
285	Sterling, .	—	—	A few families take summer boarders. Hotel burned last year, and the land for sale.
297	Templeton, .	1	—	A summer resort; accommodations for 150 guests.
306	Upton, .	—	—	Could be made a summer resort; 25 people accommodated last year in private houses.
307	Uxbridge, .	1	—	A number of boarding houses.
319	Webster, .	4	—	Several boarding houses; 1,000 people can be accommodated at the lake resorts in cottages, etc.
324	Westborough, .	3	—	Five or six farm-houses take summer boarders. Could accommodate about 200 people.
325	West Boylston, .	—	—	150 or more people are accommodated in boarding houses.
327	West Brookfield, .	2	—	50 people accommodated.
331	Westminster, .	—	—	Very fine summer resort. No large hotels, but good locations can be obtained; 300 people accommodated.
346	Winchendon, .	2	—	Not a summer resort to any extent.

TABLE VIII. *Tax Rebate.* The inquiry in the schedule relating to the remission of taxes was answered by 283 towns. The replies obtained are classified in the following table:

TABLE VIII. — *Tax Rebate.*

CLASSIFIED REPLIES TO THE INQUIRY — "Does your town make, or would it make, a rebate upon taxes in case new manufactories were put up, and how long would this rebate or exemption last?"	Number of Towns Making Specified Replies
No.,	53
Would probably,	41
Never have, but would consider the matter,	23
Would for a term of years,	25
Could not say,	17
Never have,	24
Yes,	13
Unlikely,	13
Contrary to law,	11
Would do anything allowed,	7
Would encourage new industries,	5
Never have, and unlikely to,	6
Would do anything reasonable,	4
Have never been requested to do so,	5
Never have; cannot tell,	4
Could not legally, but other inducements would be offered,	2
It has, and think it would,	4
Never have. Does the law allow it?	2
It has done so and would for a term of years,	2
Does the law allow it?	2
A business that cannot pay its reasonable taxes is not a desirable one,	2
Probably not, in fairness to industries already here,	1
Does not at present,	1
No action by town,	2
Never have; not advisable,	1
We have made a rebate, but do not know what the town would do in future,	1
Have in the past, but illegal now,	1
There are but one or two factories in the town on which a rebate of taxes has been made or asked,	1
May have been made, but fail to see how it could be done and conform to law,	1
Would consider the matter,	5
Would not unless a very desirable corporation,	1
Town has voted to exempt all improvements for term of years,	1
Not a manufacturing locality,	1
Have in the past for a term of years,	1

These widely divergent replies may be condensed as follows:

CONDENSED CLASSIFICATION.	Number of Towns Reporting Specified Opinions
Have never made rebates,	118
Not in favor of making rebates,	17
Not lawful,	17
Uncertain as to what action town would take,	27
Have allowed rebates, or are in favor of doing so,	104
TOTAL,	283

## DESCRIPTIVE INFORMATION: BY TOWNS.

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[Including only the returns from the 66 towns reporting since the First Report.]

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## BARNSTABLE COUNTY.

**Brewster.** [Pop., 739.] There are many hundred acres of land suitable for business purposes in this town, the greater part being located near the railroad station. The supply of water power is limited. Fruits and fish are the principal raw materials, and the natural products include clay, peat, and sand. Help could be secured to work the entire year. The N. Y., N. H. & H. R.R. affords the best of facilities for the shipment of freight. The water supply is derived from ponds and driven wells. There are no gas or electric light plants or electric railways. Brewster is considered one of the finest places for a summer resort to be found on Cape Cod. Accommodations for 300 people can be had in boarding houses. During the last season there were 200 visitors.

**Falmouth.** [Pop., 3,241.] There is no land in this town suitable for manufacturing or business purposes. It is a well-known summer resort. There are eight hotels, and about 2,000 guests can be accommodated during the summer season.

**Wellfleet.** [Pop., 958.] This town has 1,500 acres of land suitable for manufacturing or business purposes, but there is no water power. Raw materials suitable for canning are not supplied, and the only natural products are sand and clay. The N. Y., N. H. & H. R.R. has two stations in the town and runs two trains daily North and South, besides which there is a good harbor with a convenient wharf for the landing or shipping of cargoes. Probably 300 persons could be obtained to work the entire year. Driven wells supply water for household purposes. There are no gas or electric light plants or electric railways. Wellfleet is a summer resort to a considerable extent. There are two hotels and five boarding houses which accommodated 350 guests last season.



## BERKSHIRE COUNTY.

**Becket.** [Pop., 890.] The amount of available land is not known. There are a number of water privileges within a mile of the B. & A. R.R., but the horse-power was not stated. Raw materials are not supplied to any extent. The natural products are clay, sand, peat, and lumber. There is no available help. Good facilities for the receipt and shipment of freight are furnished by the B. & A. R.R. There is a supply of water for household and manufacturing purposes, but no gas or electric light plants or electric railways. The town is, to a certain extent, a summer resort, with one hotel and five boarding houses, besides summer cottages accommodating about 200 people; in addition, last season, about 150 attended a Y. M. C. A. camp.

**Florida.** [Pop., 424.] There are 100 acres of available land situated within half a mile of the B. & M. R.R. which supplies adequate freight facilities. Water power could be furnished by the Deerfield River, and there is some at Hoosac Tunnel. No raw materials are supplied, and the only natural product is lumber. All the help needed could be secured to work the entire year. There is a good water supply for household purposes, but the town has no gas or electric light plants or electric railways. Florida is not a summer resort, but could be made one. There are no hotels, but about 50 boarders are accommodated in private families each year. It is suggested that the southeastern part of the town would be a good location for a sanatorium for throat and lung diseases.

**Lenox.** [Pop., 3,058.] This town has some railroad frontage, but no water power. Vegetables could be supplied suitable for canning, and there are the usual natural products. Help can be secured. The N. Y., N. H. & H. R.R. has three stations in the town. There is water for household purposes, but none for manufacturing. The town has an electric light plant and an electric railway. Lenox is a summer resort and has two hotels and a number of cottages which accommodate about 500 summer boarders.

**Stockbridge.** [Pop., 2,022.] There are 200 acres of land available for manufacturing purposes and 20 acres for business purposes on the line of the railroad. The water power not utilized is about 2,400 horse-power. There are no raw materials

supplied, and the natural products are clay, sand, and lumber. Help can be obtained. Two stations on the N. Y., N. H. & H. R.R., Berkshire Division, afford good freight facilities. There is an unbounded water supply for household and manufacturing purposes. The town has no gas or electric light plants, but has an electric railway. One idle plant was reported. Three hotels and eight boarding houses accommodate 600 boarders.

**Tyringham.** [Pop., 314.] There are several places suitable for manufacturing and business purposes five miles from the railroad station and four miles from the trolley line. The water power not utilized is 20 horse-power. No raw materials suitable for canning are supplied, and the only natural product is lumber. There is a good supply of water for household purposes and a fair supply for manufacturing purposes. There is a private electric light plant in town and a water privilege for a town plant. Two idle mills were reported, but any new industry would have difficulty in obtaining help. Several families take summer boarders, and the town could be made an attractive summer resort.

#### BRISTOL COUNTY.

**Attleborough.** [Pop., 12,702.] There is a large amount of land suitable for manufacturing or business purposes located on the line of the railroad, from which sidings could be run to the property. All the water power is utilized. Fruits or vegetables could not be supplied in sufficient quantities for canning purposes. There is not much clay, peat, or lumber, but an abundance of good building sand. The townspeople are already employed, and help is procured from near-by cities and towns. Any new industry that would locate here would be welcomed and would have no difficulty in obtaining the help desired. The water supply for household and manufacturing purposes and for fire protection is one of the best in the State. There is a gas plant and an electric light plant which could supply light and power in any quantity desired, but they are not owned by the town. Four electric railways connect the town with adjoining towns and cities. Attleborough is not a summer resort.

**Berkley.** [Pop., 931.] There are 5,000 acres of land available for manufacturing or business purposes. The railroad runs through the town, and a great part of the land is only a

short distance from it. Raw materials which could be used for canning are supplied, and the natural products include clay, sand, peat, and lumber. Facilities for the receipt and shipment of freight are supplied by the N. Y., N. H. & H. R.R. A brick yard or shoe factory would be the business best suited to the town, and the services of 400 persons could be obtained to work the entire year. Berkley is deficient as regards water supply and water power, and has no gas or electric light plant or electric railway. It is not a summer resort.

**Raynham.** [Pop., 1,662.] This town has about 25 acres of land suitable for business purposes near the railroad. There are four water privileges in use and one not utilized on the same stream, with about 10 feet of head water. The soil is suitable for growing fruits and vegetables, and a supply is taken to market. Alewives are also supplied, there being two fishing privileges in the town. The principal natural product is lumber. Good railroad facilities are furnished by the N. Y., N. H. & H. R.R. A shoe factory would benefit the town, and 40 or 50 persons would be available for service during the entire year. There is no gas or electric light plant, but two lines of electric railway run through the town. A pleasant summer resort could be established at Lake Nippinicket.

**Seekonk.** [Pop., 1,917.] There is some land in the town suitable for manufacturing purposes, but all the water power is utilized. The railroad facilities are good, and there are three electric railways crossing the town. There is little available help. Seekonk has no hotels or boarding houses, and it is not a summer resort.

#### DUKES COUNTY.

**Chilmark.** [Pop., 322.] There are 50 acres of land suitable for manufacturing purposes, but it is 20 miles from the nearest railroad. There is no water power. Fish and corn could be supplied for canning; clay and peat are the natural products. Fish canning would be a good industry for the town, and some 30 persons could be obtained for service during the entire year. There are no railroads, but the town has a harbor for small vessels. The water supply for household purposes is derived from springs and wells. There are no gas or electric

light plants or electric railways. Chilmark is a summer resort, five boarding houses accommodating 75 persons last season.

**Edgartown.** [Pop., 1,175.] There is plenty of land in the town suitable for business purposes, but no railroad and no water power. Communication with the main land is by the New Bedford, Martha's Vineyard, and Nantucket Steamboat Co. Fish is obtained in large quantities, especially shell fish. The principal natural product is sand. Taxes are low, and any kind of light manufacturing business would succeed. The services of 50 persons could be obtained to work during the entire year. Water works were completed in December, 1906. There are no gas or electric light plants and no electric railway. Edgartown is a summer resort, the hotels and boarding houses accommodating about 350 people. There is a fine harbor,  $3\frac{1}{2}$  miles long and one-half mile wide, fully land-locked, with a fine bathing beach that is unsurpassed. Last Summer there were fully 3,000 visitors.

#### ESSEX COUNTY.

**Amesbury.** [Pop., 8,840.] Some land directly on the railroad and many acres within half a mile of it are suitable for manufacturing purposes. The water privileges are controlled by a woolen company. Fruits and vegetables could be supplied if a cannery were established. The principal natural products are clay and sand. The B. & M. R.R. supplies adequate freight facilities. Carriage factories, cotton mills, and shoe factories would be best suited to the town, but almost any kind of business would find it a desirable place in which to locate. Plenty of help could be secured the year round. The supply of water for household and manufacturing purposes is excellent and unlimited. The town has gas and electric light plants and three lines of electric railways. There are a few idle factories in the town, two of them being adapted for shoe shops.

**Hamilton.** [Pop., 1,646.] This town has no land suitable for manufacturing or business purposes. The Ipswich River supplies about 500 horse-power, formerly used by a woolen mill. Vegetables could be raised for canning purposes. Clay, sand, peat, and lumber are supplied to a limited extent. Very little



help could be obtained to work the entire year. Facilities for the receipt and shipment of freight are furnished by the B. & M. R.R. The town has no water supply, or gas or electric light plants, but has an electric railway. It is almost wholly a residential town.

**Ipswich.** [Pop., 5,205.] There are 50 acres of land available for manufacturing or business purposes near the B. & M. R.R., but all the water power is utilized. Fish and clams, fruits of all kinds, and vegetables could be supplied for canning purposes. The natural products are clay, sand, and peat. Freight facilities are furnished by the B. & M. R.R. Any kind of business would be suited to the town, but there is very little help to be obtained. There is an excellent water supply, gas and electric light plants, and an electric railway. Ipswich is not a summer resort, although fully 500 people visited it during last season and were accommodated in the two hotels and 50 cottages.

**Manchester.** [Pop., 2,618.] There is no land suitable for manufacturing or business purposes. Manchester is a summer resort, and although the greater part of the summer colony own their own houses, there is a grand opportunity to erect an up-to-date hotel. The town is noted for its combination of beautiful scenery — woods, hills, and ocean. It has well-kept macadam roads, and the only singing beach in the country. There is one large hotel, several boarding houses, and numerous cottages which will accommodate 5,000 visitors.

**Methuen.** [Pop., 8,676.] There is plenty of land near the railroad suitable for manufacturing purposes, but all the water power is utilized. No raw materials or natural products are supplied. All the help are employed. There is a fine supply of water for household and manufacturing purposes, gas and electric light plants, and an electric railway. It is not a summer resort.

**Nahant.** [Pop., 922.] This town has no land suitable for manufacturing or business purposes. It is purely residential, and is a well-known summer resort having seven hotels.

**North Andover.** [Pop., 4,614.] There is some land on the line of the B. & M. R.R. suitable for manufacturing or business purposes, but the water power is all utilized. Raw

materials suitable for canning could be supplied. The natural products are clay, sand, peat, and lumber. A shoe factory, or cotton or woolen mill would be best suited to the town, and help could be secured from adjacent towns. There is a good water supply for household and manufacturing purposes; also gas and electric light plants and an electric railway. North Andover is not a summer resort.

**Peabody.** [Pop., 13,098.] There is plenty of land available for manufacturing and business purposes, but no water power. Fruits and vegetables, especially strawberries, are raised extensively. The principal natural products are sand and granite. Almost any business, especially shoe manufacturing, would be suited to the town. There are only a few unemployed persons, but help could be secured from near-by towns. Excellent railroad facilities are furnished by the B. & M. R.R. There is a good water supply for domestic and manufacturing purposes. Gas is supplied by the Salem Gas Light Co., but the town owns an electric light plant and has an electric railway. It is not a summer resort.

**Rockport.** [Pop., 4,447.] About 100 acres of land on the line of the railroad are available for manufacturing purposes, but there is no water power. No raw materials that could be used for canning are supplied. The natural products are clay and sand. Adequate freight facilities are supplied by the B. & M. R.R. New industries best suited to the town would be boots and shoes, high-grade cotton goods, gloves, machinery, and woolen goods. Help could be secured to work the entire year. There is good water supply for household and manufacturing purposes. The Gloucester Electric Co. supplies light, and there is an electric railway. Rockport is a summer resort, having eight hotels and a dozen boarding houses, and 500 persons could be accommodated if necessary in private families.

**Wenham.** [Pop., 924.] There are 50 acres of available land within half a mile of the B. & M. R.R., but no water power. Fruits and vegetables could be supplied for canning. The principal natural product is sand. Help is scarce at all times of the year. There are adequate railroad facilities, and almost any kind of light manufacturing business would be suited to the town. One small factory, formerly used for a morocco factory,

was unoccupied at the time the report was made. The town has no water system, and the Beverly Gas and Electric Light Co. supplies electric light for domestic and manufacturing purposes. There is an electric railway. It is not a summer resort, but several families take summer boarders.

#### FRANKLIN COUNTY.

**Charlemont.** [Pop., 1,002.] There are 100 acres of land available for manufacturing purposes half a mile from the B. & M. R.R., and some water power. Plenty of fruits and vegetables for canning purposes can be supplied; also clay, sand, and lumber. Very few persons could be secured to work the entire year. Freight facilities are good; also the water supply for household and manufacturing purposes. The town has an electric light plant, but no electric railway. It is not a summer resort, but has one hotel and one boarding house.

**Conway.** [Pop., 1,340.] There is plenty of land suitable for manufacturing or business purposes about five miles from the railroad, but connected by an electric railway which carries freight. The water power is about 1,000 horse-power. Some 200 acres of land are used to raise wrapper tobacco. There is a good chance for a shop for tobacco sorting and forced sweating. One vacant shop, 32 x 60, fitted for electric or steam power, and a mill site with 13 tenements were reported. There are no surplus natural products and no available help. The railroad facilities are good, and there is an electric railway which carries passengers, mail, and express, and has side tracks every mile. The industries best suited to the town are paper, woolen goods, and machinery. There is a good supply of water for household and manufacturing purposes, and the town has an electric light plant and an electric railway. Conway is not a summer resort although it has one hotel and accommodations for about 75 guests.

**Leverett.** [Pop., 703.] A large amount of land is available for manufacturing purposes; also several small water privileges. Raw materials are not supplied to any extent, and the principal natural product is lumber. Some 25 or 30 persons could be secured to work the entire year. Shipping facilities are furnished by the Central Vermont R.R. There is a good

water supply, but no gas or electric light plants or electric railway. It could be made a summer resort.

**Monroe.** [Pop., 269.] There is plenty of land for manufacturing purposes a quarter to three miles from the railroad, but no water power. No raw materials are supplied. Lumber is the principal natural product, and any business using lumber would be suited to the town. All are employed, but help could be secured from adjacent towns. Railroad facilities are good. There is no water supply, gas or electric light plants, or electric railway. Monroe is not a summer resort.

**Sunderland.** [Pop., 910.] There are 50 acres of land suitable for manufacturing purposes and two water privileges not utilized. Some vegetables could be supplied for canning purposes, and the natural products are supplied in limited quantities. Farming is the principal industry, onions and tobacco being the chief crops. A tobacco warehouse gives employment to a large number of men. The water supply is good, and there are gas and electric light plants and an electric railway. There is one hotel, and the town has many visitors but no summer boarders.

#### HAMPDEN COUNTY.

**Wilbraham.** [Pop., 1,708.] This town has about 20 acres of land available for manufacturing purposes a mile from the railroad; also some water power, but the horse-power is not known. Peaches are raised, and the principal natural product is sand. Freight facilities are furnished by the B. & A. R.R. There is a good supply of water for manufacturing purposes; also an electric light plant and electric railway. Any new business would be welcome, but available help is scarce. Wilbraham would make a summer resort, but its advantages have not been developed.

#### HAMPSHIRE COUNTY.

**Amherst.** [Pop., 5,313.] There are several tracts of available land located directly on the line of the railroad, but not much water power. Raw materials for canning could probably be supplied, as the soil is good and there are enterprising farmers. The principal natural products are brick clay and molders' sand. The B. & M. R.R. furnishes adequate freight facilities. Any new business would be welcome, and at the time the report was



made there was one vacant factory. Nearly all the help are already employed. There is a first-class supply of aqueduct water for household and fire protection purposes; also gas and electric light plants and an electric railway. Amherst is well situated for a summer resort. It has three hotels, and when the 700 or more students return home during Summer the places vacated by them supply room for summer visitors.

**Greenwich.** [Pop., 475.] There are 50 acres of available land on the Athol Branch of the B. & A. R.R., and a water privilege of 100 horse-power not yet utilized. Raw materials are not supplied. The principal natural products are clay, sand, and lumber. Railroad facilities are good, there being two stations. Cotton or woolen mills would be best suited to the town, but very few persons could be secured to work the entire year. One carriage shop was idle at the time the report was made. The water supply is good, but there are no gas or electric light plants or electric railway. Greenwich is a summer resort to some extent and has three hotels which accommodate 100 summer visitors.

**Hadley.** [Pop., 1,895.] There is plenty of land suitable for business or manufacturing purposes on the line of the B. & M. R.R., which passes through the middle of the town; also three unused mill sites. Corn, sugar beets, and strawberries are raised; also quantities of potatoes, onions, and tobacco. Thousands of bushels of onions are shipped to New York, Boston, Philadelphia, and Baltimore. Clay, sand, peat, and lumber are supplied. There are plenty of unused tracts of tillage land, and a beet sugar factory would be the industry best suited to the town. Help can be secured to work the entire year. Tobacco sorting shops furnish work for all available help during the winter months. The railroad facilities are adequate, and there is a good water supply. The town has gas and electric light plants and an electric railway. It is not a summer resort, but there is one hotel and some private families which accommodate summer boarders.

**Plainfield.** [Pop., 382.] This town has several acres of land suitable for manufacturing purposes, but it is 10 miles from the nearest railroad. Several small streams run through the town which could supply power for small manufactories.

Two idle plants were reported. Fruits and vegetables could be supplied for canning purposes, and the natural products are clay, sand, lumber, and some peat. Help could probably be secured. There are no railroad facilities, gas or electric light plants, or electric railway. The water supply for household use is derived from springs. Plainfield is quite a summer resort. It has one hotel, two boarding houses, and several private families which accommodated 200 guests last season.

**Prescott.** [Pop., 322.] There are about 100 acres of land available for manufacturing purposes. Two plants in town use 50 horse-power, and there is 100 horse-power undeveloped. The principal raw materials supplied are apples, and the natural products are clay, sand, and lumber suitable for making boxes. Help for manufacturing purposes would be scarce. There are no railroad facilities, the B. & A. R.R. running through a corner of the town but having only a flag station. The industry best suited to the town would be box making. One saw mill run by steam power does not have steady work. Portable steam saw mills do the work formerly done by stationary mills. The water supply is good, but the town has no gas or electric light plants or electric railway. Prescott is not a summer resort.

#### MIDDLESEX COUNTY.

**Arlington.** [Pop., 9,668.] Between 500 and 600 acres of land available for manufacturing purposes adjoin the B. & M. R.R. The water power is limited and nearly all used. Fruits and vegetables are raised, but sold in the Boston markets. The natural products are sand, peat, and ledge for producing crushed stone. The railroad facilities are good. There is not much inducement for large plants, as the tax rate is high and there is not much cheap land available at present. In the future, by the reclamation of some marsh land by the Commonwealth, opportunity may be offered for new industries. There are chances to build small plants on the line of Mill Brook. Probably 200 persons could be secured to work the entire year. The town has a good water supply, gas and electric light plants, and electric railways. To some extent it is a summer resort, a dozen hotels and boarding houses accommodating about 350 persons.

**Bedford.** [Pop., 1,208.] There is a large amount of land suitable for manufacturing purposes near the railroad station, but no water power. Fruits and vegetables are raised and the usual natural products supplied. There is little available help. Railroad facilities are furnished by the B. & M. R.R. The only water supply is from wells. The Lexington Gas and Electric Light Co. supplies electric light, and there is an electric railway. One idle plant was reported. The town has two hotels and several boarding houses which accommodate visitors.

**Boxborough.** [Pop., 324.] There is plenty of land for manufacturing purposes but no water power. Fruits and vegetables are raised and the usual natural products supplied. There are good railroad facilities supplied by the Fitchburg R.R. Boxborough is purely an agricultural town, and there is little business not connected with the farms. Possibly a cannery or creamery would do well, but there is no available help. There is good water supply, but no gas or electric light plants or electric railway. With its high elevation, fine scenery, pure air, and good roads, it could be made a summer resort.

**Pepperell.** [Pop., 3,268.] There are several acres of land on the line of the railroad suitable for manufacturing purposes and a water privilege of fully 75 horse-power. Fruit is plentiful, and the natural products include clay, plenty of sand for making brick, and considerable lumber. There are good facilities for shipping freight to all points. The best business for the town would be the manufacture of shoes, boxes, or carriages, and plenty of help could be secured to work the entire year. One idle factory, originally built for a carriage factory, was reported. There is no town water supply, but one is contemplated. The town receives power for electric lights from the Nashua River Paper Co., but has no electric railway. One hotel and several private families accommodate about 200 guests.

**Stow.** [Pop., 1,027.] This town has plenty of land suitable for manufacturing purposes and a small water power which could be utilized in Winter. Fruit is raised and sold in near-by markets. The principal natural product is clay suitable for making brick. There are two railroads which afford a good opportunity for transportation of freight. The best business for the town would be a shoe shop or woodworking

establishment. All available help can get work in adjacent towns. There is no town water supply, and the supply for manufacturing purposes is utilized. The town is supplied with electric lights by the Hudson Electric Plant. An electric railway connects with lines all over the State. Stow is not a summer resort, but at Boone's Pond there are nearly 100 cottages.

**Sudbury.** [Pop., 1,159.] There is available land near the junction of the N. Y., N. H. & H. R.R. and the B. & M. R.R., but nearly all the water power is utilized. It is a good place for market gardening and fruit. The principal natural product is sand, the greater part of the lumber having been sold and cut. Help could be obtained from adjoining towns. Railroad facilities are good. There is no town water supply, gas or electric light plants, or electric railway. At the time the report was made, there was one idle factory and one saw mill. Sudbury could be made a summer resort.

**Townsend.** [Pop., 1,772.] This town has an abundance of land suitable for manufacturing or business purposes situated near the B. & M. R.R., and several small water powers that could be used six or eight months in the year. A cannery would be well suited to the town, as an abundant supply of vegetables could be raised and help could be secured. The principal natural products are sand and lumber. There are three railroad stations which afford good facilities for the receipt and shipment of freight. A shoe factory, wood pulp or box factory, or cannery would be the business best suited to the town. The water supply is mostly from wells. There is an electric light plant, but no electric railway. The town has two hotels, and at Townsend Harbor there is a lake which could be made an attractive summer resort. The State road passes through the village.

**Wakefield.** [Pop., 10,268.] There are about 100 acres of available land near the B. & M. R.R., but no water power. No raw materials suitable for canning are supplied. The natural products are building sand and some peat. Railroad facilities for shipment of freight are good. A shoe factory, rattan factory, iron foundry, or any good manufacturing business would be suited to the town, and probably help could be secured. There is a good water supply, gas and electric light plants, and



electric railways. Wakefield is not a summer resort but could be made one, as there are several suitable places for summer hotels.

**Weston.** [Pop., 2,091.] There is no land suitable for manufacturing purposes in this town. It is wholly residential and a summer resort. There is one first-class inn which accommodates 100 to 150 guests a season.

#### NANTUCKET COUNTY.

**Nantucket.** [Pop., 2,930.] There are hundreds of acres of land suitable for manufacturing or business purposes situated about a mile from the steamboat landing, but there is no water power. Fish, clams, and scollops, suitable for canning, can be supplied in large quantities. The natural products are clay, sand, and peat. From 50 to 75 persons could be relied upon to work the entire year and probably 200 in the winter months. The only method of shipping freight would be by the steamboat, which makes two trips daily between Nantucket and Wood's Holl. The town has a good water supply for household purposes, and gas and electric light plants, but no electric railway. Nantucket is a well-known summer resort and has eight hotels and nine boarding houses. These, with the cottages, accommodate fully 3,000 persons.

#### NORFOLK COUNTY.

**Dedham.** [Pop., 7,774.] There are large tracts of land suitable for business purposes adjoining the tracks of the N. Y., N. H. & H. R.R., but there is no water power. No raw materials are supplied, and the only natural products are sand and peat. There are five railroad stations in the town, with freight yards at Dedham and East Dedham. Any kind of business requiring skilled mechanics would be suited to the town, and help could be secured to work the entire year. There is an ample water supply, gas and electric light plants, and four electric railways. Dedham is not a summer resort.

**Dover.** [Pop., 636.] The farms in this town are being bought up with the intention of making it entirely residential and free from manufacturing.

**Milton.** [Pop., 7,054.] There are 100 acres of land in this town adjoining the railroad suitable for manufacturing or business purposes. There is no water power available, what there is being absorbed by the Metropolitan Park Commission. Raw materials are not supplied to any extent, and there are no natural products. The railroad facilities are good, there being three stations in the town. Any light manufacturing business would be suited to the town, and from 300 to 400 persons could be secured to work during the entire year. There is a good water supply and an electric railway, but no gas or electric light plants. Milton is to some extent a summer resort, two boarding houses accommodating about 50 guests during the summer season.

**Plainville.** [Pop., 1,300.] There is considerable land suitable for manufacturing or business purposes near the steam and electric railways, but the water power is all utilized. Raw materials are not raised to any extent, and the only natural product supplied is sand. Good railroad facilities are supplied by the N. Y., N. H. & H. R.R. Any business employing first-class help would be suited to the town, and plenty of help can be secured from adjoining towns. Water for household purposes was supplied at the time the report was made by a private company, but a town plant was contemplated. There are both gas and electric light plants and an electric railway. Land will be given free for building a manufacturing plant, and there are excellent opportunities for investment of capital for rental purposes. Plainville is not a summer resort.

**Westwood.** [Pop., 1,136.] There are 300 acres of land suitable for manufacturing or business purposes on the line of the N. Y., N. H. & H. R.R., but no available water power. The town is a farming district, and raw materials for canning could be supplied. The principal natural products are clay, sand, and lumber. Some 50 persons could be secured to work during the entire year. There are no railroad facilities. Wells are depended upon for the household water supply. The town has an electric light plant and an electric railway. There are no hotels, but a number of summer visitors are accommodated. A good chance for a summer hotel.

## PLYMOUTH COUNTY.

**Hull.** [Pop., 2,060.] There is no land suitable for manufacturing in this town. It is a summer resort, and has 21 hotels, nine boarding houses, and numerous cottages. About 4,000 guests can be accommodated.

**Lakeville.** [Pop., 912.] There is plenty of land suitable for manufacturing or business purposes and three good water privileges not utilized. The railroad facilities are very good, there being four stations in town. There is plenty of good cranberry land not yet used. Help is scarce. Two lines of electric railway connect in all directions. This town has the largest lake in Massachusetts, with excellent locations for a summer hotel and cottages.

**Marion.** [Pop., 1,029.] There are 50 acres of land suitable for manufacturing purposes on the line of the N. Y., N. H. & H. R.R., mostly wooded at present, but the water power is limited. The natural products are lumber and stone. Raw materials suitable for canning are not supplied. The Fairhaven Branch of the N. Y., N. H. & H. R.R. furnishes good facilities for handling freight. Any light manufacturing business where freight charges are not heavy would be suited to the town, as it is not on the main line of the railroad. Some 50 persons could be secured to work the entire year. Wells are depended upon for the household water supply. The streets and houses are lighted by acetylene gas, and there is an electric railway. It has a sewerage system on the filtration plan. Marion is almost wholly a summer resort, having one hotel and several boarding houses which accommodate 300 persons. Of the 27 miles of road, 15 are macadamized. The town has an inner and outer harbor, with excellent facilities for fishing, boating, and bathing.

**Rochester.** [Pop., 1,181.] There is a large quantity of land in town suitable for manufacturing purposes located from one-half mile to six miles from the railroad, but the water power is all utilized. Raw materials suitable for canning are not supplied. The natural products are clay, sand, peat, and lumber. Freight facilities are good. A barrel manufacturing establishment would be suited to the town, and there is some available help, but mostly women and girls. There is no public water supply or gas or electric light plants, but there is an electric

railway. The few visitors are accommodated in private families. Rochester could be made a summer resort.

**Wareham.** [Pop., 3,660.] There are a number of large tracts of unimproved land suitable for manufacturing or business purposes, but they are situated some distance from the railroad. There is an idle water power about a mile from the railroad, formerly used for an iron industry, but the mill was burned many years ago; and an idle water power formerly used for a nail factory, which was also burned. There is another good water power which could be utilized by rebuilding a section of the dam and putting in a new flume. This location is about two and one-half miles from the railroad. The estimated horsepower not utilized is 700. Quahaugs, oysters, and alewives are supplied, and there are two trout hatcheries. There is a plentiful supply of clay, and a brick yard was formerly located in the town. Peat is found in all the swamps, but the supply has not yet been utilized. Foundry and glass sand is shipped in large quantities. Lumber used to be plentiful, but it is fast disappearing, the tracts being purchased by non-residents who come in and set up portable saw mills. There could be found 200 persons whose services could be secured during the entire year. There are six railroad stations, and good freight facilities are supplied by the N. Y., N. H. & H. R.R. Any kind of manufacturing business would be suited to the town. Coal comes by water in large barges, and any kind of raw material could be brought in by water at cheap rates. The town has no public water supply, gas or electric light plants, but has electric railways. Wareham is a summer resort, having seven hotels and from 50 to 75 boarding houses. During the season there were from 8,000 to 10,000 visitors at Onset and other villages in the town.

#### SUFFOLK COUNTY.

**Winthrop.** [Pop., 7,034.] There are several acres of marsh land, but this town is not suitable for manufacturing, being a residential town and also a summer resort. There are 12 regular hotels and many smaller hotels or boarding houses. The population increases from 5,000 to 10,000 during the Summer, the hotels and boarding houses probably accommodating one-half this number.



## WORCESTER COUNTY.

**Boylston.** [Pop., 649.] Nearly all the land in the town is used for agricultural purposes, and the water power is all utilized. There are several market gardeners who raise large quantities of produce which is supplied to near-by markets. Clay is supplied, which was formerly used for making brick, but nothing has been done in this line since the construction of the Wachusett Reservoir. There is a large supply of sand, but nearly all of it is on land owned by the State. The help not employed find employment in adjoining towns. There are no freight facilities, the railroad stations having been removed on account of the construction of the reservoir. There is no town water supply, but wells and springs supply good water for household and farm purposes. The town has no gas or electric light plants but has an electric railway. Boylston could be made a summer resort. Its high elevation commands a fine view of Mt. Wachusett, the New Hampshire hills, and the great Wachusett Reservoir of which over 4,000 acres are within the town limits. There are no hotels or boarding houses.

**Gardner.** [Pop., 12,012.] There are hundreds of acres of land suitable for manufacturing purposes located on two branches of the B. & M. R.R., but all the water power is utilized. No raw materials are supplied. There are some deposits of good brick clay and plenty of sand. All who desire can find employment. Railroad facilities are of the best. It is well located for any kind of iron or woodworking industry. The water supply is good, and there are gas and electric light plants and an electric railway. It is favorably located for a summer resort, but no effort has ever been made to make it one. About 129,000 tons of freight were shipped during the year ending July 31, 1905; about 55,000 cars were handled, equivalent to 1,100 trains; about one-quarter of a million dollars was collected for freight, and \$67,000 worth of passenger tickets sold.

**Hardwick.** [Pop., 3,261.] There are 10 acres of land suitable for manufacturing purposes on the line of the Ware River Branch of the New York Central R.R., and about 100 horse-power of water not utilized. There are no raw materials suitable for canning supplied and only a limited quantity of

lumber. The freight facilities are good, there being four stations. Cotton or woolen manufacturing is best suited to the town, but help is scarce. There is a supply of water for manufacturing purposes but none for household use. The town has an electric railway, but the Ware Electric Co. furnishes light. It is not a summer resort but could be made one.

**Leicester.** [Pop., 3,414.] There is land suitable for business purposes in the southern part of the town near the B. & A. R.R. The water power is nearly all developed. No raw materials or natural products are supplied. There are good facilities for receipt and shipment of freight at Rochdale. A woolen or cotton mill, clothing manufactory, or any kind of light manufacturing would be the business suited to the town, and good help is available. The town has a good water supply, gas and electric lights, and electric railways. One factory and two saw mills were idle at the time the report was made. Leicester is a summer resort, and has three hotels which accommodate about 100 guests during the season.

**New Braintree.** [Pop., 477.] There is no land suitable for manufacturing purposes in this town. It is a farming district but could be made a summer resort.

**Paxton.** [Pop., 444.] There is plenty of land suitable for manufacturing purposes located eight miles from the railroad. The water power is all utilized. Corn and tomatoes could be raised for canning, as the soil is well adapted to that purpose. Natural products are not supplied to any extent. There are no freight facilities, as Paxton is not on the line of the railroad. Any kind of light manufacturing business, where transportation charges are not heavy, would be suited to the town, but there is not much available help. Wells furnish the only water supply, and there are no gas or electric light plants or electric railway. There are two hotels, and private families would take summer boarders. Probably 50 guests could be accommodated. The need of an electric railway is a great drawback.

**Petersham.** [Pop., 855.] There is plenty of land suitable for manufacturing purposes located six miles from the railroad. A water privilege of 1,000 horse-power is available. Some fruits and vegetables are raised, and lumber is the principal natural product supplied. Any manufacturing business that

could utilize lumber would be best suited to the town, and plenty of help could be secured from adjacent towns. The water supply is good, but there are no gas or electric light plants or electric railways. Petersham is somewhat of a summer resort, there being accommodations for 400 guests.

**Phillipston.** [Pop., 442.] There are some 50 acres of land suitable for manufacturing purposes located about three-quarters of a mile from the nearest railroad. The water power not utilized represents 200 horse-power. Fruits and vegetables are raised in large quantities. The natural products are clay, sand, lumber, and an unusual ledge of trap rock, which latter has been opened up lately for use on State highways and is said to be of superior quality. Freight facilities are furnished by the Ware River Branch of the New York Central R.R. A cannery or woodworking shop would be best suited to the town, and about 50 persons would like employment the entire year. Chair factories and toy shops were located here formerly. Two factories were idle at the time the report was made. There is a good water supply, but no gas or electric light plants. The town is connected with adjoining towns by an electric railway. Phillipston is an ideal spot for a summer resort. A dozen cottages have been erected on the shores of Queen Lake and are rented to summer visitors. Some 50 persons visited the town during last season.

**Royalston.** [Pop., 903.] There are 200 acres of land suitable for manufacturing purposes situated from one-half a mile to five miles from the railroad. The water power not utilized is about 500 horse-power. No raw materials suitable for canning are supplied. The natural products include clay, sand, peat, and lumber. Facilities for the receipt and shipment of freight are furnished by the B. & M. R.R. A cotton or woolen mill would be suited to the town, but there is no available help. There is a good water supply, but no gas or electric light plants or electric railway. Royalston is not a summer resort but could be made one.

**Templeton.** [Pop., 3,783.] There are plenty of good manufacturing sites situated directly on the line of the railroad. Dams could be built in a number of places, but the amount of water power which could be developed is not known. Raw ma-

terials suitable for canning are not supplied. Clay, sand, and lumber are the natural products. Three railroad stations afford good shipping facilities. Any manufacturing business would be suited to the town, but available help is scarce. There is no public water supply or gas plant, but an electric light plant was under consideration. Electric railways connect with adjoining towns. At the time the report was made there were five idle plants. Templeton Centre, with its natural advantages, is one of the most beautiful summer resorts in the State. There is one hotel and accommodations for 150 summer visitors.





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PART IV.

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STATISTICS OF MANUFACTURES.

COMPARISONS FOR 1905 AND 1906.

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## PART IV.

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# STATISTICS OF MANUFACTURES.

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### Introduction.

This Part contains the twenty-first report on the Annual Statistics of Manufactures, issued in accordance with Chapter 107 of the Revised Laws. Its publication is somewhat delayed owing to the press of work necessary to the completion of the Census of 1905. There are, however, a larger number of schedules than ever entered into comparison before, the number of returns comparable for the years 1905 and 1906 being 5,055, as against 1,027 establishments compared when the first report was issued in 1886. The plan of presentation in this volume, as in preceding reports, is that of comparison between identical establishments making return in two successive years, the results of such comparisons being deemed of more value than the mere statements of aggregates or than comparisons between different establishments.

The Federal Government, in addition to its regular Decennial Census, now also takes an inter-decennial Census of Manufactures, which for Massachusetts is taken in collaboration with our regular State Decennial Census. In gathering information for the Census of Manufactures in 1905, the Census Bureau at Washington decided to omit the "neighborhood industries," so called, and hand trades, such as carpentry, plumbing, blacksmithing, dressmaking, etc., and to confine the canvass to establishments conducted under the factory system. This was a departure entirely new and attended with much difficulty in some of the States. Uniformity among the States in statistics of manufactures being, however, essential for comparative purposes, and the Massachusetts Bureau of Statistics of Labor deeming it desirable to co-operate with the National Government in establishing a uniform basis in statistical presentations,



the "neighborhood industries," so called, have been eliminated from the State Decennial Census of Manufactures, as they have always been from our Annual Statistics of Manufactures.

With the exclusion of such establishments, therefore, the Annual Statistics of Manufactures as taken in Massachusetts, while not a complete Census of the manufacturing industry in all its branches (such as was gathered jointly for the Massachusetts Decennial Census of 1905 and for the Federal Census of Manufactures of that year), may fairly be regarded as a Census for the practical purpose of showing the trend and condition of business, since the returns include all the representative establishments in any one industry in Massachusetts and do, in fact, cover more than 90 per cent of the product in any year. The value of the product thus shown for the 5,055 establishments which enter into the comparison for 1906 is \$1,271,427,534 as against a product of \$1,134,035,780 returned by the same establishments in 1905.

It is absolutely essential to an intelligent reading of the statistics in this report that certain definitions adopted in its preparation by the Bureau of Statistics of Labor be borne clearly in mind at the outset. Attention is therefore particularly called to the following:

The term "**All Industries**," as used in these reports, refers to the numerical totals of the various columns of the presentations and *not* to the *total* investment, production, persons employed, wages paid, etc., for *all* the establishments in the State. It may be stated, however, that they form over ninety per cent of the total as obtained in a Census, a work which involves minute canvass of every manufacturing establishment.

The word "**Establishment**," as used in this Report, should be understood as meaning the factory, mill, or shop from which a report has been secured, and not the firm or corporation controlling said factory, mill, or shop.

The term "**Persons Employed**" means wage-earners only and does not include officers, clerks, or other salaried persons.

**Capital Devoted to Production.** The term "Capital Invested" is susceptible of various interpretations, and in order that the figures may not be misunderstood, the items included

in this inquiry for 1905 and 1906 are presented as called for by the following schedule:

- A. Value of Land, Buildings, and Fixtures used only for manufacturing purposes (if owned), . . . . . \$  
 B. Value of Tools, Machinery, and Motive Power (if owned), \$  
 C. Value of Patent Rights, Patterns, etc. (if owned), . . . \$  
 D. Cash on hand and in Bank, December 31 (or at end of last fiscal year), . . . . . \$  
 E. Value *at cost* of Raw Materials and Articles to be used in the industry, on hand December 31 (or at end of last fiscal year), including also value of Goods in process of manufacture (completed goods on hand *not* to be included), . . . . . \$
- 
- Total of Five Specified Items, . . . . . \$

*The totals given for capital devoted to production in this presentation, therefore, represent the aggregate of the five specified items in the different industries and should not be indiscriminately compared with figures for the Census or with those obtained under a different form of inquiry.*

#### *Number of Establishments Making Returns Since 1886.*

The following table gives the number of establishments upon the returns of which these annual statistics have been based each year, since the first report was issued in 1886:

YEARS.	Number of Establish- ments	YEARS.	Number of Establish- ments	YEARS.	Number of Establish- ments
1886, 1887, .	1,027	1894, . .	4,093	1901, . .	4,696
1888, . .	1,140	1895, . .	3,629	1902, . .	4,658
1889, . .	1,364	1896, . .	4,609	1903, . .	4,673
1890, . .	3,041	1897, . .	4,695	1904, . .	4,730
1891, . .	3,745	1898, . .	4,701	1905, . .	5,019
1892, . .	4,473	1899, . .	4,740	1906, . .	5,055
1893, . .	4,397	1900, . .	4,645		

### The Statistics of 1906.

The data presented in detail in this report warrant the following condensed statements concerning the condition of the manufacturing industries of Massachusetts for the year 1906:

#### *Capital Devoted to Production.*

The increase in the amount of capital devoted to production in 1906 over 1905, in the 5,055 establishments compared, amounted to 5.66 per cent. Of the nine leading industries of the State, seven exhibited increases as follows:

1. Leather, 14.07 per cent;
2. Machines and Machinery, 9.20 per cent;
3. Boots and Shoes, 9.16 per cent;
4. Metals and Metallic Goods, 7.63 per cent;
5. Worsted Goods, 4.91 per cent;
6. Cotton Goods, 2.98 per cent;
7. Woolen Goods, 0.83 per cent;

Slight decreases of 1.86 per cent for Carpetings and 0.50 per cent for Paper are shown.

#### *Value of Stock and Materials Used.*

In All Industries, the increase in value of stock and materials used amounted to 13.34 per cent. The nine leading industries, the value of stock used in which amounted to 60.01 per cent of the total cost of stock used in All Industries in 1906, show percentages of gain as follows:

1. Metals and Metallic Goods, 23.30 per cent;
2. Leather, 21.41 per cent;
3. Cotton Goods, 16.48 per cent;
4. Machines and Machinery, 14.31 per cent;
5. Boots and Shoes, 13.21 per cent;
6. Carpetings, 12.72 per cent;
7. Worsted Goods, 8.94 per cent;
8. Paper, 8.16 per cent;
9. Woolen Goods, 4.28 per cent.

*Value of Goods Made.*

The increase in total value of goods made in 1906 over 1905 in the 5,055 establishments represented was 12.12 per cent. In the nine leading industries, the value of the goods made in which amounted to 58.33 per cent of the total in All Industries, substantial increases appear, the percentages being as given below:

1. Metals and Metallic Goods, 18.57 per cent;
2. Cotton Goods, 17.34 per cent;
3. Machines and Machinery, 15.04 per cent;
4. Boots and Shoes, 13.48 per cent;
5. Leather, 13.48 per cent;
6. Carpetings, 11.59 per cent;
7. Paper, 7.82 per cent;
8. Worsted Goods, 6.48 per cent;
9. Woolen Goods, 1.99 per cent.

*Wage-earners Employed.*

The increase over 1905 in average number of wage-earners for All Industries was 33,183 persons, or 6.97 per cent. The number of persons employed at periods of employment of smallest number shows an increase of 36,961 persons, or 8.97 per cent; and the persons employed at periods of employment of greatest number, a gain of 30,760, or 5.75 per cent. The range of unemployment as indicated by the difference between the least and greatest number was narrower in 1906, 6,201 less persons being temporarily out of employment than at the corresponding periods in 1905. Of the nine leading industries, eight show percentages of increase in average number of wage-earners as follows:

1. Leather, 11.27 per cent;
2. Machines and Machinery, 10.59 per cent;
3. Metals and Metallic Goods, 10.24 per cent;
4. Boots and Shoes, 8.19 per cent;
5. Worsted Goods, 6.15 per cent;
6. Paper, 3.85 per cent;
7. Cotton Goods, 3.56 per cent;
8. Carpetings, 3.43 per cent.

In Woolen Goods a slight decrease of 2.37 per cent appears.



*Wages Paid.*

The increase shown in total amount paid in wages for All Industries in 1906 as compared with 1905 amounted to \$24,944,389, or 10.98 per cent. All of the nine leading industries show greater amount paid in wages than in the previous year, the percentages of gain being as follows:

1. Worsted Goods, 14.03 per cent;
2. Machines and Machinery, 13.31 per cent;
3. Cotton Goods, 12.52 per cent;
4. Metals and Metallic Goods, 12.06 per cent;
5. Boots and Shoes, 9.94 per cent;
6. Leather, 9.54 per cent;
7. Carpetings, 6.22 per cent;
8. Paper, 5.44 per cent;
9. Woolen Goods, 0.97 per cent.

*Average Yearly Earnings.*

The average yearly earnings for all persons without regard to sex or age was \$477.07 in 1905 and \$494.96 in 1906, an increase of \$17.89, or 3.75 per cent. The range from highest to lowest in 1906 was \$900.98 in Liquors (Malt) to \$338.21 in Brooms, Brushes, and Mops. Eight of the nine leading industries show increase in average yearly earnings in 1906 as compared with 1905, the percentages being as follows:

1. Cotton Goods, 8.65 per cent;
2. Worsted Goods, 7.42 per cent;
3. Woolen Goods, 3.42 per cent;
4. Carpetings, 2.70 per cent;
5. Machines and Machinery, 2.46 per cent;
6. Metals and Metallic Goods, 1.66 per cent;
7. Boots and Shoes, 1.62 per cent;
8. Paper, 1.54 per cent.

In Leather, a slight decrease of 1.56 per cent is shown.

*Working Time and Proportion of Business Done.*

The average number of days in operation, based upon the average number of persons employed for 1905, was 295.16

and for 1906, 297.46, an increase of 2.30 days, or 0.78 per cent.

The average proportion of business done reached 71.49 per cent in 1905 and 73.80 per cent in 1906 of the full productive capacity of the 5,055 establishments, an increase of 3.23 per cent.

*Manufactures: By Cities and Towns.*

Of the value of goods produced in 1906, more than sevenths (71.16 per cent) was manufactured in factories located in cities and 28.84 per cent in factories located in towns.

The increase in the product of cities in 1906 as compared with 1905 amounted to 12.32 per cent, while that of the towns increased 11.61 per cent.

### Syllabus of Tables.

The statistical tables in this report are arranged in six divisions, each being preceded by an analysis intended to bring out the scope and character of the returns, as follows:

I. ESTABLISHMENTS AND THEIR MANAGEMENT. Under this head are presented the data relating to the management of the 5,055 establishments, showing:

- a.* The number of establishments, by industries, from which returns were received, and whether operated by private firms, by corporations, or by industrial combinations (pages 333 and 334).
- b.* The number of partners and stockholders interested therein (pages 335 and 336).

II. INVESTMENT, MATERIALS USED, AND PRODUCT. This section covers:

- a.* The amount of capital devoted to production in the establishments considered for 1905 and 1906 (pages 343 to 345).
- b.* The cost value of stock and materials used (pages 345 to 347).
- c.* The selling value of goods made (pages 347 to 349).

III. LABOR AND ITS COMPENSATION. Under this head are presented:

- a.* The number of wage-earners employed, by sex (pages 363 and 364).
- b.* The average number of wage-earners employed, both sexes, with increase or decrease in numbers and percentages (pages 365 and 366).
- c.* The smallest, greatest, and average number of persons employed, both sexes (pages 367 and 368).
- d.* The range of employment and unemployment, as shown by the excess of greatest over smallest number of persons employed (pages 369 and 370).

- e.* The number of persons employed, both sexes, by months, with percentages of employment and unemployment for the nine leading industries (pages 371 to 373).
- f.* The total amount paid in wages during each of the years 1905 and 1906 (pages 373 to 375).
- g.* Average yearly earnings per individual for all employees without distinction as to sex or age (pages 375 to 377).
- h.* The classified weekly wages paid to adult males and females, and to young persons, for the nine leading industries (pages 378 to 380).

IV. WORKING TIME (DAYS IN OPERATION) AND PROPORTION OF BUSINESS DONE. Under this head two points are brought out, namely:

The average number of days in operation per establishment, based upon the average number of persons employed (pages 387 and 388).

The average proportion of business done per establishment, based upon a maximum production of 100 per cent (pages 387 and 388).

V. MANUFACTURES: BY CITIES AND TOWNS. (Pages 394 to 399.) Under this head will be found the data relating to amount of capital devoted to production, value of stock used, value of goods made, average number of wage-earners employed, and total amount paid in wages in the 5,055 establishments, given by cities and towns.

It will be noted that some of the towns in the State do not appear in this presentation. The omissions are due to the fact that the figures for certain towns cannot be given without disclosing the individual business of some company which might operate the only establishment there. For this reason no town appears in which there are less than three manufacturing establishments.

VI. GENERAL SUMMARY OF INDUSTRIAL CONDITIONS. (Pages 403 to 411.) This section is devoted to a general summary of the conditions of the industries of the Commonwealth as indicated by the returns from 5,055 establishments in 1905 and 1906.





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I.

ESTABLISHMENTS AND THEIR  
MANAGEMENT.

*a.* PRIVATE FIRMS AND CORPORATIONS: BY INDUSTRIES.

*b.* PARTNERS AND STOCKHOLDERS: BY INDUSTRIES.



# I.

## ESTABLISHMENTS AND THEIR MANAGEMENT.

In the presentation relating to private firms and corporations, pages 333 and 334, comparisons for the years 1905 and 1906 are given showing the number of establishments considered in each industry and for All Industries. The line All Industries shows that out of a total number of 5,055 establishments, 3,094 were conducted by private firms and 1,961 by corporations in 1905; and in 1906 these same establishments were controlled by 2,979 private firms and 2,076 corporations. Included with the corporations, because similar in form of management, are 95 industrial combinations in both years. The following table brings these figures together with percentages of increase or decrease in 1906:

Table I.

CLASSIFICATION.	1905	1906	INCREASE (+) OR DECREASE (—) IN 1906	
			Number	Percentages
Private firms, . . . . .	3,094	2,979	—115	—3.73
Corporations, . . . . .	1,866	1,981	+115	+6.16
Industrial combinations, . . . . .	95	95	=	=
TOTALS, . . . . .	5,055	5,055	=	=

As the number of establishments remains the same in both years, it will be seen that the loss in the number of private firms and the gain in number of corporations are reciprocal, the former falling from 3,094 in 1905 to 2,979 in 1906, a decrease of 115, or 3.73 per cent; while the increase in corporations is seen to be 115, or a gain over the previous year of 6.16 per cent. There was no change in the number of industrial combinations.

The tendency to concentration of capital, which has been pointed out previously in these reports, is still to be noted in this decline in number of private firms and the increase in the corporate form of management, and is also indicated by the



number of cases where the same firm or corporation controls more than one establishment. The extent of this consolidation is shown in the following table in which duplication in management by industries is given:

Table II.

INDUSTRIES.	NUMBER OF ESTABLISH- MENTS		INDUSTRIES.	NUMBER OF ESTABLISH- MENTS	
	1905	1906		1905	1906
Boots and shoes, . . . . .	5	5	Oils and illuminating fluids, . .	1	1
Boxes, barrels, kegs, etc., . .	3	3	Paper, . . . . .	27	27
Boxes (paper), . . . . .	5	5	Paper goods, . . . . .	6	6
Brick, tiles, and sewer pipe, . .	7	7	Print works, dye works, and		
Building materials, . . . . .	1	1	bleacheries, . . . . .	4	4
Carpetings, . . . . .	2	2	Railroad construction and		
Cement, kaolin, lime, and			equipment, . . . . .	10	10
plaster, . . . . .	1	1	Rubber and elastic goods, . .	2	2
Cotton goods, . . . . .	3	3	Sporting and athletic goods, . .	1	1
Cotton yarn and thread, . . . .	10	10	Stone (cut and monumental), . .	1	1
Food preparations, . . . . .	6	10	Straw and palm leaf goods, . .	1	1
Furniture, . . . . .	1	1	Tallow, candles, soap, and		
Glue, isinglass, and starch, . .	1	1	grease, . . . . .	7	7
Leather, . . . . .	11	11	Toys and games (children's), . .	3	3
Liquors (malt), . . . . .	11	11	Woolen goods, . . . . .	12	12
Lumber, . . . . .	2	2	Worsted goods, . . . . .	8	8
Machines and machinery, . . . .	8	9			
Metals and metallic goods, . . .	7	7	TOTALS, . . . . .	168	173
Models, lasts, and patterns, . .	1	1			

In 1905, the total number of instances in which a firm or corporation controlled more than one establishment was 168, and in 1906 the number is shown to be 173. Of these in 1905, 17 existed in private firms, 78 in corporations, and 73 in industrial combinations; in 1906, 15 were in private firms, 85 in corporations, and 73 in industrial combinations. It is evident, therefore, that the 5,055 establishments are not managed by that number of separate organizations, for with these duplications eliminated a total number of 4,887 different organizations appears for 1905 and 4,882 in 1906. Of these, 3,077 were private firms in 1905 as against 2,964 in 1906, 1,788 were incorporated companies in 1905 as against 1,896 in 1906, while the number of different industrial combinations remained the same in both years, or 22 in both instances.

The presentation relating to the number of partners and stockholders engaged in the management of the several industries will be found on pages 335 and 336. There are duplications in the columns devoted to partners and stockholders, since the same firm or corporation may operate more than one establish-

ment, sometimes in the same and sometimes in different industries. The plan adopted has been to count the number of partners or stockholders only once where they occur in the same industry. Where they occur in different industries, however, they have been credited to each in turn, but in making up the total for All Industries they have been counted only once, in order to remove duplications as far as possible. Stockholders of railroad corporations or of industrial combinations, many of which have large investments of capital outside of Massachusetts, are not included in the total.

In the following table the distribution of partners and stockholders, by sex, for the years 1905 and 1906 appears:

Table III.

PARTNERS AND STOCKHOLDERS.	NUMBER		INCREASE (+) OR DECREASE (—) IN 1906	
	1905	1906	Number	Percentages
<i>Partners.</i>				
Males, . . . . .	4,751	4,527	—224	—4.71
Females, . . . . .	4,499	4,263	—236	—5.25
Special partners and estates, . . . . .	173	178	+5	+2.89
	79	86	+7	+8.86
<i>Stockholders.</i>				
	60,659	61,961	+1,302	+2.15
Males, . . . . .	35,274	36,160	+886	+2.51
Females, . . . . .	19,368	19,990	+622	+3.21
Banks, trustees, etc., . . . . .	6,017	5,811	—206	—3.42
<i>AGGREGATES.</i>				
	65,410	66,488	+1,078	+1.65
Males, . . . . .	39,773	40,423	+650	+1.63
Females, . . . . .	19,541	20,168	+627	+3.21
Estates, banks, etc., . . . . .	6,096	5,897	—199	—1.62

From the preceding table it will be seen that the total number of partners in 1905 was 4,751, falling to 4,527 in 1906, a decline of 224, or 4.71 per cent. The partners in 1905 were composed of 4,499 males as against 4,263 in 1906; 173 females as against 178 in 1906; and 79 special partners and estates as compared with 86 in 1906.

The number of stockholders represented in corporations increased from 60,659 in 1905 to 61,961 in 1906, a gain of 1,302, or 2.15 per cent. Of these, the number of males rose from 35,274 to 36,160, an increase of 886, or 2.51 per cent. The number of females rose from 19,368 in 1905 to 19,990 in 1906, or a gain of 3.21 per cent; while the number of banks, trustees, etc. decreased 3.42 per cent.

From the aggregate of partners and stockholders, the increase in number of females represented is apparent, the gain being from 19,541 in 1905 to 20,168 in 1906, the percentage of increase being 3.21. The number of males increased from 39,773 in 1905 to 40,423 in 1906, a gain of 1.63 per cent; while the decrease in estates, banks, etc. was about the same proportionately, or 1.62 per cent.

The following table shows the number of private firms and corporations with the number of partners and stockholders in the aggregate and the average, all duplications having been eliminated:

Table IV.

CLASSIFICATION.	NUMBER		CLASSIFICATION.	NUMBER	
	1905	1906		1905	1906
Private firms, . . . .	3,077	2,964	Corporations, . . . .	1,788	1,896
Partners, . . . . .	4,751	4,527	Stockholders, . . . .	60,659	61,961
Average number of partners to a private firm, . . .	1.54	1.53	Average number of stockholders to a corporation, .	33.93	32.68

As will be seen from the preceding figures, the variation between the two years is only fractional, the average number of partners to a private firm in 1905 being 1.54 as against 1.53 in 1906. The average number of stockholders to a corporation in 1905 was 33.93 and in 1906, 32.68.

The returns for 1906 may be summarized as follows: Returns were received from 5,055 establishments classified in 79 different industries. Of these establishments, 2,979 were organized as private firms and 2,076 as corporations, and of the latter 95 were controlled by industrial combinations. Expressed in percentages, 58.93 were in the hands of private firms, 39.19 were in the hands of corporations, and 1.88 per cent were managed by industrial combinations. Concerned in the management of these establishments were 66,488 persons, of whom 4,527 were partners and 61,961 stockholders. Of the former, 4,263 were males, 178 were females, and 86 were special partners and estates. Of the stockholders, 36,160 were males, 19,990 were females, and 5,811 were banks, trustees, etc. The average number of partners to a private firm was 1.53 and the average number of stockholders to a corporation, 32.68.

In tables *a* and *b*, which follow, will be found the detailed presentation for the different industries.

## a. PRIVATE FIRMS AND CORPORATIONS: BY INDUSTRIES.

1905, 1906.

Table V.

[This presentation shows the number of establishments considered in each industry and whether organized as private firms or corporations. Included with the corporations, because similar in form of management, are industrial combinations. They are indicated in the industries in which they occur by footnotes to the table.]

INDUSTRIES.	Number of Establishments Considered	NUMBER OF PRIVATE FIRMS		NUMBER OF CORPORATIONS	
		1905	1906	1905	1906
<b>All Industries.<sup>1</sup></b>	5,055	3,094	2,979	<sup>2</sup> 1,961	<sup>2</sup> 2,076
Agricultural implements, . . . . .	7	3	3	4	4
Arms and ammunition, . . . . .	12	5	5	7	7
Artisans' tools, . . . . .	83	47	43	36	40
Awings, sails, tents, etc., . . . . .	33	32	31	1	2
Bicycles, tricycles, etc., . . . . .	5	1	1	4	4
<i>Boots and shoes, . . . . .</i>	<i>636</i>	<i>497</i>	<i>478</i>	<i><sup>3</sup> 139</i>	<i><sup>3</sup> 158</i>
Boots and shoes (factory product), . . . . .	357	252	240	105	117
Soles, heels, and cut stock, . . . . .	200	178	173	<sup>3</sup> 22	<sup>3</sup> 27
Boot and shoe findings, . . . . .	58	46	45	12	13
Stitching, heelings, etc., . . . . .	21	21	20	-	1
Boxes, barrels, kegs, etc., . . . . .	129	93	91	36	38
Boxes (paper), . . . . .	75	49	50	26	25
Brick, tiles, and sewer pipe, . . . . .	57	36	36	21	21
Brooms, brushes, and mops, . . . . .	29	22	21	7	8
Building materials, . . . . .	72	51	49	21	23
Burial cases, caskets, coffins, etc., . . . . .	5	3	3	2	2
Buttons and dress trimmings, . . . . .	12	5	5	7	7
Carpetings, . . . . .	13	3	3	10	10
Carriages and wagons, . . . . .	101	79	75	<sup>3</sup> 22	<sup>3</sup> 26
Cement, kaolin, lime, and plaster, . . . . .	12	4	4	<sup>4</sup> 8	<sup>4</sup> 8
Chemical preparations (compounded), . . . . .	17	6	6	11	11
Clocks and watches, . . . . .	10	4	4	6	6
Clothing, . . . . .	269	211	207	58	62
Cooking, lighting, and heating apparatus, . . . . .	41	17	16	24	25
Cordage and twine, . . . . .	19	9	9	10	10
<i>Cotton goods, . . . . .</i>	<i>169</i>	<i>24</i>	<i>23</i>	<i><sup>5</sup> 145</i>	<i><sup>5</sup> 146</i>
Cotton goods (woven), . . . . .	124	12	12	112	112
Cotton yarn and thread, . . . . .	37	8	7	<sup>5</sup> 29	<sup>5</sup> 30
Cotton waste, . . . . .	8	4	4	4	4
Crayons, pencils, crucibles, etc., . . . . .	5	4	3	1	2
Drugs and medicines, . . . . .	36	15	13	21	23
Dyestuffs, . . . . .	8	3	3	5	5
Earthen, plaster, and stone ware, . . . . .	10	7	7	3	3
Electrical apparatus and appliances, . . . . .	45	15	14	30	31
Electroplating, . . . . .	11	9	9	2	2
Emery and sand paper and cloth, etc., . . . . .	10	-	-	<sup>10</sup> 10	<sup>10</sup> 10
Fancy articles, etc., . . . . .	17	13	11	4	6
Fertilizers, . . . . .	6	2	2	<sup>3</sup> 4	<sup>3</sup> 4
Fine arts and taxidermy, . . . . .	3	1	1	2	2
Fireworks and matches, . . . . .	4	2	1	2	3
Flax, hemp, and jute goods, . . . . .	10	1	1	9	9
Food preparations, . . . . .	372	270	266	<sup>6</sup> 102	<sup>6</sup> 106
Furniture, . . . . .	172	123	117	49	55
Glass, . . . . .	15	12	11	3	4
Glue, isinglass, and starch, . . . . .	21	12	12	<sup>3</sup> 9	<sup>3</sup> 9
Hair work (animal and human), . . . . .	4	3	3	1	1
Hose and belting: rubber, linen, etc., . . . . .	6	4	3	2	3
Hosiery and knit goods, . . . . .	36	11	11	25	25

<sup>1</sup> See definition on page 318.<sup>2</sup> Includes 95 industrial combinations.<sup>3</sup> Includes one industrial combination.<sup>4</sup> Includes two industrial combinations.<sup>5</sup> Includes 11 industrial combinations.<sup>6</sup> Includes six industrial combinations.



a. PRIVATE FIRMS AND CORPORATIONS: BY INDUSTRIES. 1905,  
1906—Concluded.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	NUMBER OF PRIVATE FIRMS		NUMBER OF CORPORATIONS	
		1905	1906	1905	1906
Ink, mucilage, and paste, . . . . .	8	6	6	2	2
Ivory, bone, shell, and horn goods, etc., .	34	19	19	15	15
Jewelry, . . . . .	111	76	73	35	38
Leather, . . . . .	110	73	70	<sup>1</sup> 37	<sup>1</sup> 40
Leather goods, . . . . .	35	19	17	16	18
Liquors (bottled) and carbonated beverages, . . . . .	25	15	15	10	10
Liquors (malt), . . . . .	38	6	6	<sup>2</sup> 32	<sup>2</sup> 32
Liquors (distilled), . . . . .	7	4	4	3	3
Lumber, . . . . .	28	23	23	5	5
Machines and machinery, . . . . .	381	187	174	<sup>3</sup> 194	<sup>3</sup> 207
Metals and metallic goods, . . . . .	435	239	227	<sup>4</sup> 196	<sup>4</sup> 208
Models, lasts, and patterns, . . . . .	48	38	37	10	11
Musical instruments and materials, . . .	53	22	21	31	32
Oils and illuminating fluids, . . . . .	10	7	7	<sup>5</sup> 3	<sup>5</sup> 3
Paints, colors, and crude chemicals, . .	30	15	15	15	15
Paper, . . . . .	87	12	10	<sup>6</sup> 75	<sup>6</sup> 77
Paper goods, . . . . .	44	15	13	<sup>3</sup> 29	<sup>3</sup> 31
Photographs and photographic materials, .	15	11	10	4	5
Polishes and dressing, . . . . .	41	28	26	13	15
Printing, publishing, and bookbinding, .	74	41	41	33	33
Print works, dye works, and bleacheries, .	43	18	18	25	25
Railroad construction and equipment, . .	18	2	2	<sup>7</sup> 16	<sup>7</sup> 16
Rubber and elastic goods, . . . . .	48	15	12	33	36
Saddlery and harness, . . . . .	20	17	17	3	3
Scientific instruments and appliances, . .	17	9	9	8	8
Shipbuilding, . . . . .	34	25	25	9	9
Silk and silk goods, . . . . .	13	6	6	7	7
Sporting and athletic goods, . . . . .	18	10	10	8	8
Stone, . . . . .	<sup>175</sup>	<sup>153</sup>	<sup>155</sup>	<sup>17</sup>	<sup>20</sup>
Quarried, . . . . .	38	27	27	11	11
Cut and monumental, . . . . .	137	131	128	6	9
Straw and palm leaf goods, . . . . .	21	14	13	7	8
Tallow, candles, soap, and grease, . . .	47	28	27	<sup>8</sup> 19	<sup>8</sup> 20
Tobacco, snuff, and cigars, . . . . .	97	79	76	18	21
Toys and games (children's), . . . . .	9	3	3	<sup>2</sup> 6	<sup>2</sup> 6
Trunks and valises, . . . . .	10	7	7	3	3
Whips, lashes, and stocks, . . . . .	16	7	7	9	9
Wooden goods, . . . . .	68	57	57	<sup>5</sup> 11	<sup>5</sup> 11
Woolen goods, . . . . .	<sup>115</sup>	<sup>60</sup>	<sup>58</sup>	<sup>8</sup> 85	<sup>8</sup> 87
Woven goods and yarn, . . . . .	125	48	47	<sup>8</sup> 77	<sup>8</sup> 78
Shoddy, waste, etc., . . . . .	20	12	11	8	9
Worsted goods, . . . . .	45	15	12	<sup>9</sup> 30	<sup>9</sup> 33

<sup>1</sup> Includes seven industrial combinations.<sup>2</sup> Includes three industrial combinations.<sup>3</sup> Includes eight industrial combinations.<sup>4</sup> Includes two industrial combinations.<sup>5</sup> Includes one industrial combination.<sup>6</sup> Includes 22 industrial combinations.<sup>7</sup> Includes 13 railroad corporations.<sup>8</sup> Includes five industrial combinations.<sup>9</sup> Includes six industrial combinations.

## b. PARTNERS AND STOCKHOLDERS: BY INDUSTRIES.

1905, 1906.

Table VI.

[This presentation shows the number of partners and stockholders engaged in the management of the 5,055 establishments. There are duplications in the number of partners and stockholders in some of the industries, such duplication being indicated by an asterisk (\*). They are caused by the fact that the same firm or corporation is often engaged in manufacturing in more than one industry or may carry on two or more establishments in the same industry. The plan adopted has been to count the partners or stockholders only once if they occur in the *same* industry. Where they occur in *different* industries, however, they have been credited to each in turn, but in making up the total for All Industries have been counted only once.

Stockholders in certain establishments which are operated by railroad companies, or by industrial combinations, many of which have extensive investments of capital outside this Commonwealth, are not included in this presentation, since to include all the stockholders of a railroad company or of an industrial combination in connection with such merely branch establishments, incidental only to the main business of the corporation, would result in abnormally increasing the aggregate.]

INDUSTRIES.	Number of Establishments Considered	NUMBER OF PARTNERS		NUMBER OF STOCKHOLDERS	
		1905	1906	1905	1906
<b>All Industries.<sup>1</sup></b>	5,055	4,751	4,527	60,659	61,961
Agricultural implements, . . . . .	7	3	3	88	89
Arms and ammunition, . . . . .	12	9	9	246	256
Artisans' tools, . . . . .	83	68	61	1,100	1,235
Awnings, sails, tents, etc., . . . . .	33	41	39	4	14
Bicycles, tricycles, etc., . . . . .	5	2	2	386	441
Boots and shoes,* . . . . .	636	767	728	2,420	2,517
Boots and shoes (factory product),* . . . . .	357	417	393	1,994	2,063
Soles, heels, and cut stock,* . . . . .	200	254	248	362	382
Boot and shoe findings, . . . . .	58	70	63	64	69
Stitching, heeling, etc., . . . . .	21	26	24	-	3
Boxes, barrels, kegs, etc.,* . . . . .	129	128	129	207	225
Boxes (paper),* . . . . .	75	64	64	164	160
Brick, tiles, and sewer pipe, . . . . .	57	54	53	1,833	1,406
Brooms, brushes, and mops, . . . . .	29	29	30	87	88
Building materials,* . . . . .	72	77	77	253	258
Burial cases, caskets, coffins, etc., . . . . .	5	9	6	156	163
Buttons and dress trimmings, . . . . .	12	6	6	41	44
Carpetings,* . . . . .	13	4	4	1,088	1,090
Carriages and wagons, . . . . .	101	121	114	207	214
Cement, kaolin, lime, and plaster,* . . . . .	12	10	10	60	73
Chemical preparations (compounded), . . . . .	17	10	10	211	207
Clocks and watches, . . . . .	10	8	8	682	690
Clothing, . . . . .	269	351	331	874	857
Cooking, lighting, and heating apparatus, . . . . .	41	28	21	317	272
Cordage and twine, . . . . .	19	17	17	735	820
Cotton goods,* . . . . .	169	44	42	23,883	23,373
Cotton goods (woven),* . . . . .	124	25	25	22,097	21,972
Cotton yarn and thread,* . . . . .	37	10	8	1,261	1,376
Cotton waste, . . . . .	8	9	9	25	25
Crayons, pencils, crucibles, etc., . . . . .	5	4	3	6	10
Drugs and medicines, . . . . .	36	22	20	1,517	1,991
Dyestuffs, . . . . .	8	3	3	76	81
Earthen, plaster, and stone ware, . . . . .	10	9	9	17	17
Electrical apparatus and appliances, . . . . .	45	31	21	438	443
Electroplating, . . . . .	11	12	11	7	7
Emery and sand paper and cloth, etc., . . . . .	10	-	-	166	175

<sup>1</sup> See definition on page 318.

## b. PARTNERS AND STOCKHOLDERS: BY INDUSTRIES. 1905, 1906

—Concluded.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	NUMBER OF PARTNERS		NUMBER OF STOCKHOLDERS	
		1905	1906	1905	1906
Fancy articles, etc., . . . . .	17	17	14	46	56
Fertilizers, . . . . .	6	2	2	16	15
Fine arts and taxidermy, . . . . .	3	2	1	6	6
Fireworks and matches, . . . . .	4	4	3	8	12
Flax, hemp, and jute goods, . . . . .	10	2	2	299	326
Food preparations,* . . . . .	372	395	382	1,917	1,804
Furniture,* . . . . .	172	201	189	741	789
Glass, . . . . .	15	20	18	55	60
Glue, isinglass, and starch,* . . . . .	21	23	22	307	307
Hair work (animal and human), . . . . .	4	3	3	136	136
Hose and belting: rubber, linen, etc., . . . . .	6	5	4	9	21
Hosiery and knit goods, . . . . .	36	17	16	1,091	1,069
Ink, mucilage, and paste, . . . . .	8	9	10	9	9
Ivory, bone, shell, and horn goods, etc., . . . . .	34	32	32	72	73
Jewelry, . . . . .	111	147	140	185	194
Leather,* . . . . .	110	115	106	167	175
Leather goods,* . . . . .	35	29	26	388	418
Liquors (bottled) and carbonated beverages, . . . . .	25	21	22	143	140
Liquors (malt), . . . . .	38	17	19	1,833	1,825
Liquors (distilled), . . . . .	7	9	9	42	43
Lumber,* . . . . .	28	36	36	76	79
Machines and machinery,* . . . . .	381	272	248	5,468	6,258
Metals and metallic goods,* . . . . .	435	352	338	3,478	3,419
Models, lasts, and patterns,* . . . . .	48	66	62	46	50
Musical instruments and materials, . . . . .	53	30	28	304	294
Oils and illuminating fluids, . . . . .	10	7	10	8	8
Paints, colors, and crude chemicals, . . . . .	30	23	23	165	166
Paper,* . . . . .	87	26	23	1,232	1,222
Paper goods, . . . . .	44	22	20	439	462
Photographs and photographic materials, . . . . .	15	14	13	49	52
Polishes and dressing, . . . . .	41	43	43	65	74
Printing, publishing, and bookbinding, . . . . .	74	73	75	370	349
Print works, dye works, and bleacheries,* . . . . .	43	28	28	1,195	1,222
Railroad construction and equipment, . . . . .	18	2	2	44	44
Rubber and elastic goods,* . . . . .	48	31	25	1,460	1,508
Saddlery and harness, . . . . .	20	27	27	30	30
Scientific instruments and appliances, . . . . .	17	15	15	208	226
Shipbuilding, . . . . .	34	33	33	165	177
Silk and silk goods, . . . . .	13	15	17	102	105
Sporting and athletic goods,* . . . . .	18	12	12	74	68
Stone, . . . . .	175	236	225	354	326
Quarried, . . . . .	38	36	36	285	265
Cut and monumental, . . . . .	137	200	189	49	61
Straw and palm leaf goods, . . . . .	21	25	21	39	45
Tallow, candles, soap, and grease,* . . . . .	47	44	43	82	85
Tobacco, snuff, and cigars, . . . . .	97	104	97	140	163
Toys and games (children's), . . . . .	9	5	5	20	20
Trunks and valises, . . . . .	10	12	12	10	8
Whips, lashes, and stocks, . . . . .	16	11	12	240	242
Wooden goods, . . . . .	68	79	79	110	108
Woolen goods,* . . . . .	145	95	92	1,615	1,632
Woven goods and yarn,* . . . . .	125	76	74	1,607	1,591
Shoddy, waste, etc., . . . . .	20	19	18	38	41
Worsted goods,* . . . . .	45	26	23	850	926

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## II.

# INVESTMENT, MATERIALS USED, AND PRODUCT.

*a.* AMOUNT OF CAPITAL DEVOTED TO PRODUCTION: BY INDUSTRIES.

*b.* VALUE OF STOCK AND MATERIALS USED: BY INDUSTRIES.

*c.* VALUE OF GOODS MADE: BY INDUSTRIES.





## II.

### INVESTMENT, MATERIALS USED, AND PRODUCT.

The tabular presentation relating to capital devoted to production appears on pages 343 to 345. The figures for the nine leading industries and for All Industries, in the aggregate, are brought together in the following table:

Table VII.

INDUSTRIES.	Number of Establishments Considered	AMOUNT OF CAPITAL DEVOTED TO PRODUCTION		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
<i>Boots and shoes (aggregate),</i> . . .	636	\$36,951,971	\$40,337,796	+\$3,385,825	+9.16
Factory product, . . .	357	31,139,321	34,096,787	+2,957,466	+9.50
Soles, heels, and cut stock, . . .	200	4,658,956	5,028,593	+369,637	+7.93
Findings, . . .	58	1,076,966	1,132,521	+55,555	+5.16
Stitching, heeling, etc., . . .	21	76,728	79,895	+3,167	+4.13
Carpetings, . . .	13	5,829,222	5,720,773	—108,449	—1.86
<i>Cotton goods (aggregate),</i> . . .	169	141,008,378	145,207,470	+4,199,092	+2.98
Woven goods, . . .	124	115,931,159	119,031,534	+3,100,375	+2.67
Yarn and thread, . . .	37	24,031,449	25,182,824	+1,151,375	+4.79
Waste, . . .	8	1,045,770	993,112	—52,658	—5.04
Leather, . . .	110	20,352,580	23,215,998	+2,863,418	+14.07
Machines and machinery, . . .	381	61,047,624	66,661,652	+5,614,028	+9.20
Metals and metallic goods, . . .	435	29,699,535	31,965,492	+2,265,957	+7.63
Paper, . . .	87	26,966,761	26,830,719	—136,042	—0.50
<i>Woolen goods,</i> . . .	145	34,515,233	34,802,057	+286,824	+0.83
Woven goods and yarn, . . .	125	33,117,803	33,439,785	+321,982	+0.97
Shoddy, waste, etc., . . .	20	1,397,430	1,362,272	—35,158	—2.52
<i>Worsted goods,</i> . . .	45	37,055,928	38,876,182	+1,820,254	+4.91
<i>Nine industries,</i> . . .	2,021	393,427,232	413,618,139	+20,190,907	+5.13
<i>Other industries,</i> . . .	3,034	222,927,818	237,602,872	+14,675,054	+6.58
<i>All industries,</i> . . .	5,055	616,355,050	651,221,011	+34,865,961	+5.66

The aggregate for All Industries in 1905 was \$616,355,050 and in 1906, \$651,221,011, an increase of \$34,865,961, or 5.66 per cent. The industry exhibiting the largest amount of capital invested is that of Cotton Goods, the total in the 169 establishments represented in the comparison being \$141,008,378 in 1905, rising to \$145,207,470 in 1906, an increase of \$4,199,092, or 2.98 per cent. The nearest approach to this appears for Machines and Machinery in which the amount of capital devoted to production in 1905 was \$61,047,624 as against \$66,661,652 in 1906.

Of the nine leading industries, namely, Boots and Shoes, Carpetings, Cotton Goods, Leather, Machines and Machinery, Metals and Metallic Goods, Paper, Woolen Goods, and Worsted

Goods, seven show increase in capital devoted to production in 1906 as compared with the previous year, the largest numerical increase being shown for Machines and Machinery, \$5,614,028, and the largest percentage of increase being shown for Leather, 14.07. Slight decreases of 1.86 per cent for Carpetings and 0.50 per cent for Paper are shown. In the aggregate, the nine leading industries exhibit a gain in 1906 as compared with 1905 of \$20,190,907, or 5.13 per cent, while for industries other than the nine specified, the increase in the aggregate amounted to 6.58 per cent.

The table on pages 345 to 347 presents the value of stock and materials used in the 5,055 establishments considered. The figures for the nine leading industries are as follows:

Table VIII.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	VALUE OF STOCK AND MATERIALS USED		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percent- ages
<i>Boots and shoes (aggregate).</i>	636	\$118,749,878	\$134,433,937	+ \$15,684,059	+ 13.21
Factory product,	357	92,169,656	106,088,574	+ 13,918,918	+ 15.10
Soles, heels, and cut stock,	200	23,971,945	25,271,884	+ 1,299,939	+ 5.42
Findings,	58	2,542,382	3,009,784	+ 467,402	+ 18.38
Stitching, heeling, etc.,	21	65,895	63,695	— 2,200	— 3.34
Carpetings,	13	7,906,516	8,912,065	+ 1,005,549	+ 12.72
<i>Cotton goods (aggregate).</i>	169	84,192,530	98,070,194	+ 13,877,664	+ 16.48
Woven goods,	124	66,331,041	77,854,735	+ 11,523,694	+ 17.37
Yarn and thread,	37	15,498,247	17,554,375	+ 2,056,128	+ 13.27
Waste,	8	2,363,242	2,661,084	+ 297,842	+ 12.60
Leather,	110	29,698,338	36,058,043	+ 6,359,705	+ 21.41
Machines and machinery,	381	24,698,054	28,232,451	+ 3,534,397	+ 14.31
Metals and metallic goods,	435	29,678,279	36,594,457	+ 6,916,178	+ 23.30
Paper,	87	21,298,649	23,036,629	+ 1,737,980	+ 8.16
<i>Woolen goods (aggregate).</i>	145	34,428,856	36,901,832	+ 2,472,976	+ 7.18
Woven goods and yarn,	125	32,782,629	34,535,320	+ 1,752,691	+ 5.35
Shoddy, waste, etc.,	20	1,646,227	1,366,562	— 279,665	— 16.99
Worsted goods,	45	38,849,302	42,322,193	+ 3,472,891	+ 8.94
Nine industries,	2,021	389,500,402	443,561,851	+ 54,061,449	+ 13.88
Other industries,	3,034	262,647,302	295,578,703	+ 32,931,401	+ 12.54
All industries,	5,055	652,147,704	739,140,554	+ 86,992,850	+ 13.34

The total value of stock used in the 5,055 establishments in 1905 amounted to \$652,147,704 and in 1906 to \$739,140,554, an increase of \$86,992,850, or 13.34 per cent. Unlike the figures for capital invested, the industry which shows the largest expenditure for stock is that of Boots and Shoes, the cotton goods industry, which ranked first as to capital devoted to production, ranking second in this respect. The total cost of stock used in the boot and shoe industry in the establishments compared was \$118,749,878 in 1905 and \$134,433,937 in 1906, an increase of 13.21 per cent.

All of the leading industries show increased value of stock used in 1906 as compared with the previous year. The percentage of gain for Carpetings was 12.72 per cent; Cotton Goods, 16.48 per cent; Leather, 21.41 per cent; Machines and Machinery, 14.31 per cent; Metals and Metallic Goods, 23.30 per cent; Paper, 8.16 per cent; Woolen Goods, 4.28 per cent; and Worsted Goods, 8.94 per cent.

The stock used in the nine leading industries formed 60.01 per cent of the total amount expended for All Industries in 1906, and shows an increase over cost of stock in 1905 of 13.88 per cent, the amount rising from \$389,500,402 in the former to \$443,561,851 in the latter year. For industries other than the nine, increase is also shown, the percentage of gain being 12.54, or slightly less than that exhibited for All Industries.

Reference to the figures in the general table on pages 345 to 347 brings out the fact that in only six out of the 79 classified industries did the value of stock used in 1906 fall below that of the previous year.

The presentation relating to value of goods made is given on pages 347 to 349. The following figures, taken therefrom, reproduce the facts for the nine leading industries:

Table IX.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	VALUE OF GOODS MADE		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percent- ages
<i>Boots and shoes (aggregate),</i>	636	\$182,644,882	\$207,263,253	+\$24,618,371	+13.48
Factory product, . . .	357	148,445,890	170,459,585	+22,013,695	+14.83
Soles, heels, and cut stock, . . .	200	29,976,881	31,824,010	+1,947,129	+6.50
Findings, . . .	58	3,794,020	4,423,750	+629,730	+16.60
Stitching, heeling, etc., . . .	21	428,091	455,908	+27,817	+6.50
Carpetings, . . .	13	12,056,931	13,454,549	+1,397,618	+11.59
<i>Cotton goods (aggregate),</i>	169	144,790,278	169,891,173	+25,100,895	+17.34
Woven goods, . . .	124	117,755,410	139,135,930	+21,380,520	+18.16
Yarn and thread, . . .	37	24,219,166	27,677,211	+3,458,045	+14.28
Waste, . . .	8	2,815,702	3,078,032	+262,330	+9.32
Leather, . . .	110	40,923,156	46,439,029	+5,515,873	+13.48
Machines and machinery, . . .	381	62,481,269	71,875,755	+9,394,486	+15.04
Metals and metallic goods, . . .	435	57,823,499	68,563,678	+10,740,179	+18.57
Paper, . . .	87	36,244,054	39,080,029	+2,835,975	+7.82
<i>Woolen goods (aggregate),</i>	145	59,535,901	60,718,658	+1,182,757	+1.99
Woven goods and yarn, . . .	125	56,938,247	58,391,817	+1,453,570	+2.55
Shoddy, waste, etc., . . .	20	2,595,654	2,326,841	-268,813	-10.36
Worsted goods, . . .	45	60,411,605	64,328,151	+3,916,546	+6.48
<i>Nine industries, . . .</i>	2,021	656,909,575	741,614,275	+84,704,700	+12.89
<i>Other industries, . . .</i>	3,034	477,126,205	529,813,259	+52,687,054	+11.04
<i>All industries, . . .</i>	5,055	1,134,035,780	1,271,427,534	+137,391,754	+12.12



The increase shown for All Industries in 1906 as compared with 1905 amounted to \$137,391,754, or 12.12 per cent, the value of product rising from \$1,134,035,780 in 1905 to \$1,271,427,534 in 1906.

Measured by value of product, Boots and Shoes is the leading industry of the State, and from the returns of the Federal Census it appears that no other State approaches Massachusetts in quantity or value of boots and shoes produced. The value of product for 1905, including the manufacture of Soles, Heels, and Cut Stock; Boot and Shoe Findings, etc., amounted to \$182,644,882 in 636 establishments, and, in the same establishments, this product was increased in 1906 to \$207,263,253, a gain of \$24,618,371, or 13.48 per cent.

The industry next in importance is that of Cotton Goods, and, if combined with Woolen and Worsted Goods, it would easily place the textile group as the first industry of the State in value of product, a position which it holds in regard to the number of persons to whom it gives employment. The value of goods made in 169 establishments for Cotton Goods appears as \$144,790,278 in 1905, while in 1906 the value of output in the same establishments was \$169,891,173, a gain of \$25,100,895, or 17.34 per cent. In Woolen Goods the amounts for 1905 and 1906, respectively, were \$59,533,901 and \$60,718,658, an increase of 1.99 per cent; while in the value of product in Worsted Goods rose from \$60,411,605 in 1905 to \$64,328,151 in 1906, a gain of 6.48 per cent. The increase shown for Carpetings was 11.59 per cent; Leather, 13.48 per cent; Machines and Machinery, 15.04 per cent; Metals and Metallic Goods, 18.57 per cent; and Paper, 7.82 per cent.

All of the nine leading industries without exception show increase in value of product in 1906 as compared with 1905. The value of output in these industries formed 58.33 per cent of the total for All Industries as shown for 1906, and, combined, exhibit an increase of 12.89 per cent in value of product as compared with the previous year. For industries other than the nine, increase is also shown, the value of goods produced in them amounting to \$477,126,205 in 1905 and \$529,813,259 in 1906, a gain of \$52,687,054, or 11.04 per cent.

By reference to the table on pages 347 to 349 it will be seen

that 72 out of the 79 classified industries show increase in value of product in 1906 as compared with 1905, general increase in practically all of the manufacturing industries of the State being the salient feature of the presentation.

Tables *a*, *b*, and *c*, which follow, present in detail the data for capital devoted to production, value of stock and materials used, and value of goods made for the years 1905 and 1906.

*a*. CAPITAL DEVOTED TO PRODUCTION: BY INDUSTRIES.

1905, 1906.

Table X.

[In this presentation, the figures given under "Amount of Capital Devoted to Production" represent the returns made by the same establishments, in each industry, for the years 1905 and 1906, the whole number of establishments considered in "All Industries" being 5,055. The relative increases or decreases in 1906 as compared with 1905 are given with equivalent percentages.]

INDUSTRIES.	Number of Establishments Considered	AMOUNT OF CAPITAL DEVOTED TO PRODUCTION <sup>1</sup>		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
<b>All Industries.</b> <sup>1</sup>	5,055	\$616,355,050	\$651,221,011	+ \$34,865,961	+ 5.66
Agricultural implements, . . .	7	1,599,808	1,702,164	+ 102,356	+ 6.40
Arms and ammunition, . . .	12	4,103,479	4,022,944	— 80,535	— 1.96
Artisans' tools, . . .	83	4,732,520	5,365,338	+ 632,818	+ 13.37
Awnings, sails, tents, etc., . . .	33	229,587	268,422	+ 38,835	+ 16.92
Bicycles, tricycles, etc., . . .	5	836,590	779,790	— 56,800	— 6.79
Boots and shoes, . . .	636	36,951,971	40,337,796	+ 3,385,825	+ 9.16
Boots and shoes (factory product), . . .	357	31,139,321	34,096,787	+ 2,957,466	+ 9.50
Soles, heels, and cut stock, . . .	200	4,658,956	5,028,593	+ 369,637	+ 7.93
Boot and shoe findings, . . .	58	1,076,966	1,132,521	+ 55,555	+ 5.16
Stitching, heelings, etc., . . .	21	76,728	79,895	+ 3,167	+ 4.13
Boxes, barrels, kegs, etc., . . .	129	4,699,209	4,847,733	+ 148,524	+ 3.16
Boxes (paper), . . .	75	1,827,606	2,003,174	+ 175,568	+ 9.61
Brick, tiles, and sewer pipe, . . .	57	1,493,753	1,462,637	— 31,121	— 2.08
Brooms, brushes, and mops, . . .	29	1,293,269	1,337,425	+ 44,156	+ 3.41
Building materials, . . .	72	2,008,845	2,112,367	+ 103,522	+ 5.15
Burial cases, caskets, coffins, etc., . . .	5	304,928	320,968	+ 16,040	+ 5.26
Buttons and dress trimmings, . . .	12	313,530	319,692	+ 6,162	+ 1.97
Carpetings, . . .	13	5,829,222	5,720,773	— 108,449	— 1.86
Carriages and wagons, . . .	101	3,434,411	3,684,354	+ 249,943	+ 7.28
Cement, kaolin, lime, and plaster, . . .	12	387,605	900,603	+ 512,998	+ 132.35
Chemical preparations (compounded), . . .	17	1,236,546	1,409,388	+ 172,842	+ 13.98
Clocks and watches, . . .	10	6,922,142	7,203,991	+ 281,849	+ 4.07
Clothing, . . .	269	9,075,909	9,564,817	+ 488,908	+ 5.39
Cooking, lighting, and heating apparatus, . . .	41	2,140,401	2,330,107	+ 189,706	+ 8.86
Cordage and twine, . . .	19	3,982,183	5,112,176	+ 1,129,993	+ 28.38
Cotton goods, . . .	169	111,008,373	115,207,470	+ 4,199,092	+ 3.78
Cotton goods (woven), . . .	124	115,931,159	119,031,534	+ 3,100,375	+ 2.67
Cotton yarn and thread, . . .	37	24,031,449	25,182,824	+ 1,151,375	+ 4.79
Cotton waste, . . .	8	1,045,770	993,112	— 52,658	— 5.04
Crayons, pencils, crucibles, etc., . . .	5	72,495	98,448	+ 25,953	+ 35.80
Drugs and medicines, . . .	36	3,411,758	3,739,593	+ 327,835	+ 9.61
Dyestuffs, . . .	8	600,326	361,162	— 239,164	— 39.84

<sup>1</sup> See definition on page 318.

a. CAPITAL DEVOTED TO PRODUCTION: BY INDUSTRIES. 1905,  
1906—Continued.

INDUSTRIES.	Number of Establishments Considered	AMOUNT OF CAPITAL DEVOTED TO PRODUCTION		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
Earthen, plaster, and stone ware,	10	\$307,293	\$282,262	—\$25,031	—8.15
Electrical apparatus and appliances,	45	10,133,446	13,009,509	+2,876,063	+28.38
Electroplating,	11	123,757	126,154	+2,397	+1.94
Emery and sand paper and cloth, etc.,	10	1,020,780	1,142,622	+121,842	+11.94
Fancy articles, etc.,	17	390,534	421,033	+30,499	+7.81
Fertilizers,	6	1,970,649	2,024,680	+54,031	+2.74
Fine arts and taxidermy,	3	36,040	46,381	+10,341	+28.69
Fireworks and matches,	4	82,157	68,977	—13,180	—16.04
Flax, hemp, and jute goods,	10	5,006,803	5,326,457	+319,654	+6.38
Food preparations,	372	23,643,475	25,342,255	+1,698,780	+7.18
Furniture,	172	9,201,979	9,904,011	+702,032	+7.63
Glass,	15	181,467	179,883	—1,584	—0.87
Glue, isinglass, and starch,	21	913,428	946,075	+32,647	+3.57
Hair work (animal and human),	4	194,381	161,134	—33,247	—17.10
Hose and belting: rubber, linen, etc.,	6	136,427	164,100	+27,673	+20.28
Hosiery and knit goods,	36	5,157,125	5,452,056	+294,931	+5.72
Ink, mucilage, and paste,	8	172,695	177,741	+5,046	+2.92
Ivory, bone, shell, and horn goods, etc.,	34	2,287,300	2,532,686	+245,386	+10.73
Jewelry,	111	4,635,946	4,984,512	+348,566	+7.52
Leather,	110	20,352,580	23,215,998	+2,863,418	+14.07
Leather goods,	35	3,080,792	3,083,604	+2,812	+0.09
Liquors (bottled) and carbonated beverages,	25	677,271	675,009	—2,262	—0.33
Liquors (malt),	38	20,031,872	19,707,879	—323,993	—1.62
Liquors (distilled),	7	455,739	421,617	—34,122	—7.49
Lumber,	28	1,179,831	1,709,288	+529,457	+44.88
Machines and machinery,	381	61,047,624	66,661,652	+5,614,028	+9.20
Metals and metallic goods,	435	29,699,535	31,965,492	+2,265,957	+7.63
Models, lasts, and patterns,	48	1,241,638	1,256,538	+14,900	+1.20
Musical instruments and materials,	53	5,455,903	5,848,700	+392,797	+7.20
Oils and illuminating fluids,	10	810,295	871,295	+61,000	+7.53
Paints, colors, and crude chemicals,	30	1,020,237	1,083,052	+62,815	+6.16
Paper,	87	26,966,761	26,830,719	—136,042	—0.50
Paper goods,	44	6,347,871	6,887,234	+539,363	+8.50
Photographs and photographic materials,	15	153,583	149,893	—3,690	—2.40
Polishes and dressing,	41	903,578	918,833	+15,255	+1.69
Printing, publishing, and book-binding,	74	8,739,887	9,104,334	+364,447	+4.17
Print works, dye works, and bleacheries,	43	13,059,827	14,902,262	+1,842,435	+14.11
Railroad construction and equipment,	18	3,250,519	2,466,187	—784,332	—24.13
Rubber and elastic goods,	48	14,463,902	14,235,797	—228,105	—1.58
Saddlery and harness,	20	252,292	347,993	+95,701	+37.93
Scientific instruments and appliances,	17	520,082	552,788	+32,706	+6.29
Shipbuilding,	34	1,101,053	1,049,351	—51,702	—4.70
Silk and silk goods,	13	4,000,488	4,394,697	+394,209	+9.85
Sporting and athletic goods,	18	1,042,047	1,266,745	+224,698	+21.56
Stone,	175	4,274,912	4,353,559	+78,647	+2.54
Quarried,	38	1,926,687	2,045,817	+119,130	+6.18
Cut and monumental,	137	2,348,225	2,337,742	—10,483	—0.45
Straw and palm leaf goods,	21	2,217,804	2,325,318	+107,514	+4.85

## a. CAPITAL DEVOTED TO PRODUCTION: BY INDUSTRIES. 1905, 1906—Concluded.

INDUSTRIES.	Number of Establishments Considered	AMOUNT OF CAPITAL DEVOTED TO PRODUCTION		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
Tallow, candles, soap, and grease, . . .	47	\$3,586,606	\$3,682,401	+ \$95,795	+ 2.67
Tobacco, snuff, and cigars, . . .	97	1,550,111	1,724,509	+ 174,398	+ 11.25
Toys and games (children's), . . .	9	536,039	542,743	+ 6,704	+ 1.25
Trunks and valises, . . .	10	148,650	150,982	+ 2,332	+ 1.57
Whips, lashes, and stocks, . . .	16	940,335	989,011	+ 48,676	+ 5.18
Wooden goods, . . .	68	1,582,067	1,631,432	+ 49,365	+ 3.12
Woolen goods, . . .	145	34,515,233	34,802,067	+ 286,834	+ 0.83
Woven goods and yarn, . . .	125	33,117,803	33,439,785	+ 321,982	+ 0.97
Shoddy, waste, etc., . . .	20	1,397,430	1,362,272	— 35,158	— 2.52
Worsted goods, . . .	45	37,055,923	38,876,182	+ 1,820,254	+ 4.91

## b. VALUE OF STOCK AND MATERIALS USED: BY INDUSTRIES.

1905, 1906.

Table XI.

[In this presentation, the figures given under "Value of Stock and Materials Used" represent the returns made by the same establishments, in each industry, for the years 1905 and 1906, the whole number of establishments considered in "All Industries" being 5,055. The relative increases or decreases in 1906 as compared with 1905 are given with equivalent percentages. The returns cover the cost of all forms of material entering into the manufactured articles or consumed in the processes necessary to their production.]

INDUSTRIES.	Number of Establishments Considered	VALUE OF STOCK AND MATERIALS USED		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
<b>All Industries,<sup>1</sup></b>	5,055	\$652,147,704	\$739,140,554	+ \$86,992,850	+ 13.34
Agricultural implements, . . .	7	735,251	758,205	+ 22,954	+ 3.12
Arms and ammunition, . . .	12	1,416,497	1,518,074	+ 101,577	+ 7.17
Artisans' tools, . . .	83	1,762,272	2,298,316	+ 536,044	+ 30.42
Awnings, sails, tents, etc., . . .	33	479,033	523,091	+ 44,058	+ 9.20
Bicycles, tricycles, etc., . . .	5	236,100	355,464	+ 119,364	+ 50.56
Boots and shoes, . . .	636	118,749,878	134,433,937	+ 15,684,059	+ 13.21
Boots and shoes (factory product), . . .	357	92,169,656	106,088,574	+ 13,918,918	+ 15.10
Soles, heels, and cut stock, . . .	200	23,971,945	25,271,884	+ 1,299,939	+ 5.42
Boot and shoe findings, . . .	58	2,542,382	3,009,784	+ 467,402	+ 18.38
Stitching, heeling, etc., . . .	21	65,895	63,695	— 2,200	— 3.34
Boxes, barrels, kegs, etc., . . .	129	5,172,574	5,900,028	+ 727,454	+ 14.06
Boxes (paper), . . .	75	1,833,945	2,093,629	+ 259,684	+ 14.16
Brick, tiles, and sewer pipe, . . .	57	417,725	484,510	+ 66,785	+ 15.99
Brooms, brushes, and mops, . . .	29	1,383,862	1,571,481	+ 187,619	+ 13.56
Building materials, . . .	72	2,014,786	2,069,606	+ 54,820	+ 2.72
Burial cases, caskets, coffins, etc., . . .	5	242,878	273,766	+ 30,888	+ 12.72
Buttons and dress trimmings, . . .	12	286,922	299,523	+ 12,601	+ 4.39
Carpetings, . . .	13	7,906,516	8,912,065	+ 1,005,549	+ 12.72
Carriages and wagons, . . .	101	2,532,455	2,872,747	+ 340,292	+ 13.44
Cement, kaolin, lime, and plaster, . . .	12	292,080	419,753	+ 227,673	+ 7.06
Chemical preparations (compounded), . . .	17	1,153,612	1,506,064	+ 442,452	+ 38.35
Clocks and watches, . . .	10	819,804	871,208	+ 51,404	+ 6.27
Clothing, . . .	269	18,830,633	21,215,140	+ 2,384,507	+ 12.66

<sup>1</sup> See definition on page 318.



b. VALUE OF STOCK AND MATERIALS USED: BY INDUSTRIES.  
1905, 1906—Continued.

INDUSTRIES.	Number of Establishments Considered	VALUE OF STOCK AND MATERIALS USED		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
Cooking, lighting, and heating apparatus, . . . . .	41	\$1,853,132	\$1,925,532	+ \$72,400	+ 3.91
Cordage and twine, . . . . .	19	8,496,800	9,892,429	+1,395,629	+16.43
Cotton goods, . . . . .	169	84,192,530	98,070,194	+13,877,664	+16.48
Cotton goods (woven), . . . . .	124	66,331,041	77,854,735	+11,523,694	+17.37
Cotton yarn and thread, . . . . .	37	15,498,247	17,554,375	+2,056,128	+13.27
Cotton waste, . . . . .	8	2,363,242	2,661,084	+297,842	+12.60
Crayons, pencils, crucibles, etc., . . . . .	5	75,763	67,524	—8,239	—10.87
Drugs and medicines, . . . . .	36	2,751,835	3,182,906	+431,071	+15.66
Dyestuffs, . . . . .	8	468,893	310,222	—158,671	—33.84
Earthen, plaster, and stone ware, . . . . .	10	90,513	92,629	+2,116	+2.34
Electrical apparatus and appliances, . . . . .	45	9,258,103	14,822,535	+5,564,432	+60.10
Electroplating, . . . . .	11	79,172	88,981	+9,809	+12.39
Emery and sand paper and cloth, etc., . . . . .	10	693,213	752,530	+59,317	+8.56
Fancy articles, etc., . . . . .	17	545,370	626,123	+80,753	+14.81
Fertilizers, . . . . .	6	1,587,754	1,868,080	+280,326	+17.66
Fine arts and taxidermy, . . . . .	3	11,270	13,500	+2,230	+19.79
Fireworks and matches, . . . . .	4	108,430	106,444	—1,986	—1.83
Flax, hemp, and jute goods, . . . . .	10	4,513,584	5,097,465	+583,881	+12.94
Food preparations, . . . . .	372	65,082,872	71,799,484	+6,716,612	+10.32
Furniture, . . . . .	172	8,930,699	10,316,472	+1,385,773	+15.52
Glass, . . . . .	15	232,965	243,349	+10,384	+4.46
Glue, isinglass, and starch, . . . . .	21	1,363,434	1,564,044	+200,610	+14.71
Hair work (animal and human), . . . . .	4	312,381	481,748	+169,367	+54.22
Hose and belting: rubber, linen, etc., . . . . .	6	233,338	295,473	+62,135	+26.63
Hosiery and knit goods, . . . . .	36	4,700,300	5,296,814	+596,514	+12.69
Ink, mucilage, and paste, . . . . .	8	365,240	330,870	—34,370	—9.41
Ivory, bone, shell, and horn goods, etc., . . . . .	34	2,554,423	2,977,185	+422,762	+16.55
Jewelry, . . . . .	111	4,818,773	6,419,821	+1,601,048	+33.23
Leather, . . . . .	110	29,698,338	36,058,043	+6,359,705	+21.41
Leather goods, . . . . .	35	3,330,224	4,438,299	+1,108,075	+33.27
Liquors (bottled) and carbonated beverages, . . . . .	25	500,395	589,987	+89,592	+17.90
Liquors (malt), . . . . .	38	3,511,454	3,638,012	+126,558	+3.60
Liquors (distilled), . . . . .	7	2,170,286	2,458,583	+288,297	+13.28
Lumber, . . . . .	28	1,956,487	2,119,096	+162,609	+8.31
Machines and machinery, . . . . .	381	24,698,054	28,232,451	+3,534,397	+14.31
Metals and metallic goods, . . . . .	435	29,678,279	36,594,457	+6,916,178	+23.30
Models lasts, and patterns, . . . . .	48	571,738	581,871	+10,133	+1.77
Musical instruments and materials, . . . . .	53	3,366,660	3,736,827	+370,167	+11.00
Oils and illuminating fluids, . . . . .	10	1,281,957	1,455,310	+173,353	+13.52
Paints, colors, and crude chemicals, . . . . .	30	1,620,144	1,818,996	+198,852	+12.27
Paper, . . . . .	87	21,298,649	23,036,629	+1,737,980	+8.16
Paper goods, . . . . .	44	6,216,957	6,646,756	+429,799	+6.91
Photographs and photographic materials, . . . . .	15	157,861	158,507	+646	+0.41
Polishes and dressing, . . . . .	41	2,271,032	2,460,561	+189,529	+8.35
Printing, publishing, and book-binding, . . . . .	74	4,453,337	4,897,703	+444,366	+9.98
Print works, dye works, and bleacheries, . . . . .	43	22,990,622	25,612,800	+2,622,178	+11.41
Railroad construction and equipment, . . . . .	18	4,151,998	4,581,960	+429,962	+10.36
Rubber and elastic goods, . . . . .	48	24,150,485	23,787,585	—362,900	—1.50

b. VALUE OF STOCK AND MATERIALS USED: BY INDUSTRIES.  
1905, 1906—Concluded.

INDUSTRIES.	Number of Establishments Considered	VALUE OF STOCK AND MATERIALS USED.		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
Saddlery and harness, . . . . .	20	\$761,528	\$945,522	+ \$183,994	+24.16
Scientific instruments and appliances, . . . . .	17	184,839	210,994	+ 26,155	+14.15
Shipbuilding, . . . . .	34	567,366	517,032	—50,334	—8.87
Silk and silk goods, . . . . .	13	4,419,714	4,706,777	+ 287,063	+ 6.50
Sporting and athletic goods, . . . . .	18	1,002,776	1,285,103	+ 282,327	+28.15
Stone, . . . . .	175	1,398,343	1,462,952	+ 64,609	+ 4.62
Quarried, . . . . .	38	224,879	265,124	+ 40,245	+17.90
Cut and monumental, . . . . .	137	1,173,464	1,197,828	+ 24,364	+ 2.08
Straw and palm leaf goods, . . . . .	21	3,194,638	3,510,394	+ 315,756	+ 9.88
Tallow, candles, soap, and grease, . . . . .	47	4,106,598	4,194,393	+ 87,795	+ 2.14
Tobacco, snuff, and cigars, . . . . .	97	2,464,276	2,838,391	+ 374,115	+15.18
Toys and games (children's), . . . . .	9	522,381	579,391	+ 57,010	+10.91
Trunks and valises, . . . . .	10	267,397	273,466	+ 6,069	+ 2.27
Whips, lashes, and stocks, . . . . .	16	858,261	936,816	+ 78,555	+ 9.15
Wooden goods, . . . . .	68	1,358,862	1,441,854	+ 82,992	+ 6.11
Woolen goods, . . . . .	145	34,428,856	35,901,882	+ 1,473,026	+ 4.28
Woven goods and yarn, . . . . .	125	32,782,629	34,535,320	+ 1,752,691	+ 5.35
Shoddy, waste, etc., . . . . .	20	1,646,227	1,366,562	—279,665	—16.99
Worsted goods, . . . . .	45	38,849,302	42,322,193	+ 3,472,891	+ 8.49

## c. VALUE OF GOODS MADE: BY INDUSTRIES.

1905, 1906.

Table XII.

[In this presentation, the figures given under "Value of Goods Made" represent selling values, the returns being made by the same establishments, in each industry, for the years 1905 and 1906. The relative increases or decreases in 1906 as compared with 1905 are given with equivalent percentages. These percentages, based upon returns from 5,055 identical establishments, may be considered a fair indication of the increase or decrease in value of product in the various industries for *all* the establishments in the State.]

INDUSTRIES.	Number of Establishments Considered	VALUE OF GOODS MADE		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
<b>All Industries.<sup>1</sup></b>	5,055	\$1,134,035,780	\$1,271,427,534	+ \$137,391,754	+ 12.12
Agricultural implements, . . . . .	7	1,609,580	1,752,619	+ 143,039	+ 8.89
Arms and ammunition, . . . . .	12	5,468,468	5,369,560	—98,908	—1.81
Artisans' tools, . . . . .	83	6,557,872	8,074,220	+ 1,516,348	+ 23.12
Awnings, sails, tents, etc., . . . . .	33	835,977	905,714	+ 69,737	+ 8.34
Bicycles, tricycles, etc., . . . . .	5	616,937	882,417	+ 265,480	+ 43.03
Boots and Shoes, . . . . .	636	182,644,832	207,263,253	+ 24,618,371	+ 13.48
Boots and shoes (factory product), . . . . .	357	148,445,890	170,459,585	+ 22,013,695	+ 14.83
Soles, heels, and cut stock, . . . . .	200	29,976,881	31,924,010	+ 1,947,129	+ 6.50
Boot and shoe findings, . . . . .	58	3,794,020	4,423,750	+ 629,730	+ 16.60
Stitching, heeling, etc., . . . . .	21	428,091	455,908	+ 27,817	+ 6.50
Boxes, barrels, kegs, etc., . . . . .	129	9,372,291	10,431,514	+ 1,059,223	+ 11.30
Boxes (paper), . . . . .	75	3,951,786	4,371,466	+ 419,680	+ 10.62
Brick, tiles, and sewer pipe, . . . . .	57	1,591,530	1,637,430	+ 45,900	+ 2.88
Brooms, brushes, and mops, . . . . .	29	2,366,591	2,609,813	+ 243,222	+ 10.28
Building materials, . . . . .	72	3,766,214	4,107,226	+ 341,012	+ 9.05

<sup>1</sup> See definition on page 318.

## c. VALUE OF GOODS MADE: BY INDUSTRIES. 1905, 1906

— Continued.

INDUSTRIES.	Number of Establishments Considered	VALUE OF GOODS MADE		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
Burial cases, caskets, coffins, etc.,	5	\$535,670	\$496,311	—\$39,359	—7.35
Buttons and dress trimmings, .	12	599,522	618,302	+18,780	+3.13
Carpetings, . . . . .	13	12,056,931	13,454,549	+1,397,618	+11.59
Carriages and wagons, . . . .	101	5,950,485	6,731,830	+781,345	+13.13
Cement, kaolin, lime, and plaster, . . . . .	12	1,010,091	1,108,984	+98,893	+9.79
Chemical preparations (compounded), . . . . .	17	2,485,582	2,920,266	+434,684	+17.49
Clocks and watches, . . . . .	10	4,480,170	5,144,506	+664,336	+14.83
Clothing, . . . . .	269	34,822,697	38,632,784	+3,810,087	+10.94
Cooking, lighting, and heating apparatus, . . . . .	41	5,333,153	5,856,733	+523,580	+9.82
Cordage and twine, . . . . .	19	10,765,006	12,722,784	+1,957,778	+18.19
Cotton goods, . . . . .	169	144,790,278	169,891,173	+25,100,895	+17.34
Cotton goods (woven), . . . .	124	117,755,410	139,135,930	+21,380,520	+18.16
Cotton yarn and thread, . . . .	37	24,219,166	27,677,211	+3,458,045	+14.28
Cotton waste, . . . . .	8	2,815,702	3,078,032	+262,330	+9.32
Crayons, pencils, crucibles, etc.,	5	157,218	137,707	—19,511	—12.41
Drugs and medicines, . . . . .	36	6,643,588	7,239,799	+596,211	+8.97
Dyestuffs, . . . . .	8	723,995	559,845	—164,150	—22.67
Earthen, plaster, and stone ware, . . . . .	10	349,505	336,802	—12,703	—3.63
Electrical apparatus and appliances, . . . . .	45	18,839,477	28,761,930	+9,922,453	+52.67
Electroplating, . . . . .	11	310,773	321,630	+10,857	+3.49
Emery and sand paper and cloth, etc., . . . . .	10	1,607,156	2,029,745	+422,589	+26.29
Fancy articles, etc., . . . . .	17	1,154,394	1,260,825	+106,431	+9.22
Fertilizers, . . . . .	6	2,247,380	2,679,546	+432,166	+19.23
Fine arts and taxidermy, . . . .	3	60,092	61,923	+1,831	+3.05
Fireworks and matches, . . . .	4	260,301	273,096	+12,795	+4.92
Flax, hemp, and jute goods, . . .	10	7,615,305	8,391,196	+775,891	+10.19
Food preparations, . . . . .	372	83,085,652	91,431,366	+8,345,714	+10.04
Furniture, . . . . .	172	17,057,804	19,725,020	+2,667,216	+15.64
Glass, . . . . .	15	567,416	642,959	+75,543	+13.31
Glue, isinglass, and starch, . .	21	2,069,886	2,254,242	+184,356	+8.91
Hair work (animal and human), .	4	495,302	623,734	+128,432	+25.93
Hose and belting: rubber, linen, etc., . . . . .	6	366,680	457,260	+90,580	+24.70
Hosiery and knit goods, . . . .	36	9,705,591	10,973,086	+1,267,495	+13.06
Ink, mucilage, and paste, . . . .	8	759,618	856,623	+97,005	+12.77
Ivory, bone, shell, and horn goods, etc., . . . . .	34	4,700,548	5,545,515	+844,967	+17.98
Jewelry, . . . . .	111	12,126,886	15,677,700	+3,550,814	+29.28
Leather, . . . . .	110	40,923,156	46,439,029	+5,515,873	+13.48
Leather goods, . . . . .	35	5,680,853	7,317,082	+1,636,229	+28.80
Liquors (bottled) and carbonated beverages, . . . . .	25	950,840	1,077,781	+126,941	+13.35
Liquors (malt), . . . . .	38	12,181,374	13,811,403	+1,630,029	+13.38
Liquors (distilled), . . . . .	7	3,130,328	3,390,544	+260,216	+8.31
Lumber, . . . . .	28	3,231,462	3,404,185	+172,723	+5.35
Machines and machinery, . . . .	381	62,481,269	71,875,755	+9,394,486	+15.04
Metals and metallic goods, . . .	435	57,823,499	68,563,678	+10,740,179	+18.57
Models, lasts, and patterns, . .	48	1,830,250	1,918,004	+87,754	+4.79
Musical instruments and materials, . . . . .	53	8,560,258	9,103,308	+543,050	+6.34
Oils and illuminating fluids, . .	10	1,835,351	2,108,375	+273,024	+14.88

c. VALUE OF GOODS MADE: BY INDUSTRIES. 1905, 1906  
—Concluded.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	VALUE OF GOODS MADE		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percent- ages
Paints, colors, and crude chem- icals, . . . . .	30	\$2,696,689	\$3,154,359	+ \$457,670	+ 16.97
Paper, . . . . .	87	36,244,054	39,080,029	+ 2,835,975	+ 7.82
Paper goods, . . . . .	44	10,611,120	12,444,463	+ 1,833,343	+ 17.28
Photographs and photographic materials, . . . . .	15	414,593	415,822	+ 1,229	+ 0.30
Polishes and dressing, . . . . .	41	3,810,696	4,049,982	+ 239,286	+ 6.28
Printing, publishing, and book- binding, . . . . .	74	11,422,766	12,396,370	+ 973,604	+ 8.52
Print works, dye works, and bleacheries, . . . . .	43	31,761,868	35,744,735	+ 3,982,867	+ 12.54
Railroad construction and equipment, . . . . .	18	7,163,745	7,989,172	+ 825,427	+ 11.52
Rubber and elastic goods, . . . . .	48	55,791,240	50,619,233	—5,172,007	—9.27
Saddlery and harness, . . . . .	20	1,195,176	1,365,329	+ 170,153	+ 14.24
Scientific instruments and ap- pliances, . . . . .	17	690,204	788,031	+ 97,827	+ 14.17
Shipbuilding, . . . . .	34	1,324,705	1,104,734	—219,971	—16.61
Silk and silk goods, . . . . .	13	7,127,610	7,190,599	+ 62,989	+ 0.88
Sporting and athletic goods, . . . . .	18	2,210,747	2,728,007	+ 517,260	+ 23.40
Stone, . . . . .	175	6,208,109	6,668,666	+ 460,557	+ 7.42
Quarried, . . . . .	38	2,345,597	2,694,556	+ 348,959	+ 14.88
Cut and monumental, . . . . .	137	3,862,512	3,974,110	+ 111,598	+ 2.89
Straw and palm leaf goods, . . . . .	21	5,642,288	6,407,317	+ 765,029	+ 13.56
Tallow, candles, soap, and grease, . . . . .	47	5,892,535	6,284,445	+ 391,910	+ 6.65
Tobacco, snuff, and cigars, . . . . .	97	6,157,301	6,611,978	+ 454,677	+ 7.38
Toys and games (children's), . . . . .	9	1,174,995	1,304,623	+ 129,628	+ 11.03
Trunks and valises, . . . . .	10	490,192	523,863	+ 33,671	+ 6.87
Whips, lashes, and stocks, . . . . .	16	2,163,152	2,303,261	+ 140,109	+ 6.48
Wooden goods, . . . . .	68	2,751,569	2,971,560	+ 219,991	+ 8.00
Woolen goods, . . . . .	145	59,533,901	60,718,668	+ 1,184,767	+ 1.99
Woven goods and yarn, . . . . .	125	56,938,247	58,391,817	+ 1,453,570	+ 2.55
Shoddy, waste, etc., . . . . .	20	2,595,654	2,326,841	—268,813	—10.36
Worsted goods, . . . . .	45	60,411,605	64,328,151	+ 3,916,546	+ 6.48





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### III.

## LABOR AND ITS COMPENSATION.

- a* AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED, BY SEX.
- b* AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED, BOTH SEXES,  
WITH INCREASE OR DECREASE IN NUMBERS AND PERCENTAGES.
- c*. SMALLEST, GREATEST, AND AVERAGE NUMBER OF WAGE-EARNERS  
EMPLOYED, BOTH SEXES.
- d*. RANGE OF EMPLOYMENT AND UNEMPLOYMENT.
- e*. NUMBER OF WAGE-EARNERS EMPLOYED, BY MONTHS, WITH PER-  
CENTAGES OF EMPLOYMENT AND UNEMPLOYMENT FOR THE  
NINE LEADING INDUSTRIES AND FOR ALL INDUSTRIES.
- f*. TOTAL AMOUNT PAID IN WAGES: BY INDUSTRIES.
- g*. AVERAGE YEARLY EARNINGS PER INDIVIDUAL FOR ALL EM-  
PLOYEES WITHOUT DISTINCTION AS TO SEX OR AGE.
- h*. CLASSIFIED WEEKLY WAGES: BY SELECTED INDUSTRIES.



### III.

## LABOR AND ITS COMPENSATION.

The statistical presentation relating to the average number of wage-earners will be found on pages 363 and 364. From the line All Industries we find that in the 5,055 establishments in 1905 there were 321,604 males and 154,501 females employed, the corresponding figures for 1906 being 346,251 males and 163,037 females. The following table brings together the data for both sexes for the nine leading industries:

Table XIII.

INDUSTRIES.	Number of Establishments Considered	AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Number	Percentages
<i>Boots and shoes (aggregate), . . .</i>	636	70,497	76,271	+5,774	+8.19
Factory product, . . .	357	62,434	67,955	+5,521	+8.84
Soles, heels, and cut stock, . . .	200	5,975	6,166	+191	+3.20
Findings, . . .	58	1,395	1,461	+66	+4.73
Stitching, heeling, etc., . . .	21	693	689	—4	—0.58
Carpetings, . . .	13	5,446	5,633	+187	+3.43
<i>Cotton goods (aggregate), . . .</i>	169	95,680	99,089	+3,409	+3.56
Woven goods, . . .	124	81,985	85,274	+3,289	+4.01
Yarn and thread, . . .	37	13,176	13,278	+102	+0.77
Waste, . . .	8	519	537	+18	+3.47
Leather, . . .	110	8,339	9,279	+940	+11.27
Machines and machinery, . . .	381	36,568	40,441	+3,873	+10.59
Metals and metallic goods, . . .	435	25,839	28,484	+2,645	+10.24
Paper, . . .	87	12,869	13,364	+495	+3.85
Woolen goods, . . .	145	25,831	25,219	—612	—2.37
Woven goods and yarn, . . .	125	25,124	24,560	—564	—2.24
Shoddy, waste, etc., . . .	20	707	659	—48	—6.79
Worsted goods, . . .	45	21,238	22,544	+1,306	+6.15
Nine industries, . . .	2,021	302,307	320,324	+18,017	+5.96
Other industries, . . .	3,034	173,798	188,964	+15,166	+8.73
All industries, . . .	5,055	476,105	509,288	+33,183	+6.97

In 1905, the average number of wage-earners in the 5,055 establishments considered in the comparison aggregated 476,105 as against 509,288 in the same establishments in 1906, a gain of 33,183 persons, or 6.97 per cent. The industry employing the largest number of wage-earners is that of Cotton Goods, in which 99,089 persons found employment, or nearly 20 (19.46) per cent of the total for All Industries for 1906. The next highest is that of Boots and Shoes, in which were employed, on an



average, 76,271 persons in 1906. These two industries together employed 34.43 per cent of the aggregate for All Industries as shown from the returns for 1906, and both industries show increase as compared with 1905, Boots and Shoes of 5,774 persons, or 8.19 per cent, and Cotton Goods of 3,409 persons, or 3.56 per cent. The two industries run fairly close in respect to the number of males employed, Cotton Goods showing an average of 52,620 in 1906 and Boots and Shoes an average of 51,305. In the number of females, however, Cotton Goods greatly exceeds the number in the boot and shoe industry, an average of 46,469 appearing for this industry as against 24,966 for Boots and Shoes.

All of the nine leading industries show increase in the average number of wage-earners, with the single exception of Woolen Goods, in which a slight decrease, amounting to 2.37 per cent, appears. In Carpetings the gain was 3.43 per cent; Leather, 11.27 per cent; Machines and Machinery, 10.59 per cent; Metals and Metallic Goods, 10.24 per cent; Paper, 3.85 per cent; and Worsted Goods, 6.15 per cent.

The nine leading industries in the aggregate employed 302,307 wage-earners in 1905 as against 320,324 in 1906, an increase of 18,017 persons, or 5.96 per cent. For industries other than the nine an aggregate increase of 8.73 per cent appears.

The presentation on pages 367 and 368 relates to smallest and greatest number in connection with the average.

It will be understood that if employment were kept up to a uniform number in every manufacturing establishment, there would be no smallest or greatest number of wage-earners employed. Inasmuch, however, as in every factory there are busy and dull seasons, the number of employees declines or increases as occasion demands. The aggregate smallest number employed in the establishments making return in 1905 was 411,869 as against 448,830 in 1906, a gain of 36,961 persons, or 8.97 per cent. The greatest number employed in each establishment aggregated 565,472 in 1906 as against 534,712 in the same establishments in 1905, a gain of 30,760, or 5.75 per cent in the later year.

The excess, or range of employment and unemployment, is clearly brought out by the presentation on pages 369 and 370, in

which the difference between smallest and greatest numbers is shown, and from which the following analysis table for the nine leading industries and for All Industries is drawn:

Table XIV.

INDUSTRIES.	Number of Establishments Considered	EXCESS OF GREATEST OVER SMALLEST NUMBER OF WAGE-EARNERS EMPLOYED		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Number	Percentages
<i>Boots and shoes (aggregate), . . .</i>	636	22,181	23,176	+995	+4.49
Factory product, . . .	357	19,461	20,457	+996	+5.12
Soles, heels, and cut stock, . . .	200	2,045	1,964	—81	—3.96
Findings, . . .	58	387	504	+117	+30.23
Stitching, heeling, etc., . . .	21	288	251	—37	—12.85
Carpetings, . . .	13	638	574	—64	—10.03
<i>Cotton goods (aggregate), . . .</i>	169	16,246	7,699	—8,547	—52.61
Woven goods, . . .	124	14,432	6,785	—7,647	—52.99
Yarn and thread, . . .	37	1,714	850	—864	—50.41
Waste, . . .	8	100	64	—36	—36.00
Leather, . . .	110	2,806	3,041	+235	+8.37
Machines and machinery, . . .	381	9,207	7,985	—1,222	—13.27
Metals and metallic goods, . . .	435	6,652	6,477	—175	—2.63
Paper, . . .	87	2,198	1,920	—278	—12.65
<i>Woolen goods (aggregate), . . .</i>	145	6,043	5,667	—376	—6.22
Woven goods and yarn, . . .	125	5,763	5,387	—376	—6.52
Shoddy, waste, etc., . . .	20	280	280	=	=
Worsted goods, . . .	45	3,676	3,856	+180	+4.90
Nine industries, . . .	2,021	69,647	60,395	—9,252	—13.28
Other industries, . . .	3,034	53,196	56,247	+3,051	+5.74
All industries, . . .	5,055	122,843	116,642	—6,201	—5.05

It will be understood that the more continuous the employment in a given year, the smaller will be the difference between the least and greatest number of wage-earners. The line All Industries shows that, in 1905, this range, or difference, amounted to 122,843 persons, while for 1906 in the same establishments the number is shown to be only 116,642.

It is obvious, therefore, that the year 1906 was better as regards continuous employment than 1905, the gain in this respect involving 6,201 wage-earners, or 5.05 per cent. In other words, in 1906 there were 6,201 less persons out of employment at some time during the year in the various shops and factories than in 1905. This condition obtained in six out of the nine leading industries, namely, Carpetings, Cotton Goods, Machines and Machinery, Metals and Metallic Goods, Paper, and Woolen Goods. The contrary is true for Boots and Shoes. In this industry there were 995 more persons out of employment for a period of longer or shorter duration in 1906 than in 1905. For Leather and for Worsted Goods practically the same conditions

existed for both years, although the year 1905 was slightly better than 1906 in both instances, the range, or difference between the smallest and greatest in these industries being 235 and 180, respectively.

The nine leading industries, in the aggregate, exhibited better conditions in 1906 than in 1905. For other industries, however, the range of unemployment was wider in 1906 than in 1905, the difference between the smallest and greatest number of wage-earners being 3,051, or 5.74 per cent greater in the later than in the earlier year.

To bring out more clearly the range of employment and unemployment as indicated by percentages, the presentation on pages 371 to 373 is given which shows employment month by month. The figures for All Industries are reproduced as follows:

Table XV.

MONTHS.	NUMBER OF WAGE-EARNERS EMPLOYED		PERCENTAGES OF EMPLOYMENT		PERCENTAGES OF UNEMPLOYMENT	
	1905	1906	1905	1906	1905	1906
January, . . . . .	461,337	503,191	93.98	96.37	6.02	3.63
February, . . . . .	467,342	505,177	95.21	96.75	4.79	3.25
March, . . . . .	472,535	509,203	96.26	97.52	3.74	2.48
April, . . . . .	473,710	508,475	96.50	97.38	3.50	2.62
May, . . . . .	474,149	507,037	96.59	97.10	3.41	2.90
June, . . . . .	471,201	504,205	95.99	96.56	4.01	3.44
July, . . . . .	469,206	500,120	95.58	95.78	4.42	4.22
August, . . . . .	475,381	502,772	96.84	96.29	3.16	3.71
September, . . . . .	483,331	507,959	98.46	97.28	1.54	2.72
October, . . . . .	484,868	515,242	98.78	98.67	1.22	1.33
November, . . . . .	488,956	522,124	99.61	99.99	0.39	0.01
December, . . . . .	490,879	522,163	<b>100.00</b>	<b>100.00</b>	-	-

December was the month showing the greatest employment for both 1905 and 1906. The number of persons employed in this month, therefore, has been considered 100 per cent, and the variation therefrom month by month is represented by a percentage which shows the extent of unemployment. The month showing greatest unemployment in 1906 was July, in which month 4.22 per cent of the number employed in December were out of work. That is to say, in July, four out of every 100 persons were out of employment for a period of longer or shorter duration. In no other month did unemployment reach this proportion, the percentages ranging from 0.01 in the month of November to 3.71 in August. An examination of the figures

shows that for All Industries, in the aggregate, the conditions were better in 1906 than in 1905, the percentages of unemployment running generally lower month by month than in the previous year.

The data for each of the nine leading industries is given in detail on pages 371 to 373, and from figures on file in the office tables may be prepared for any industry desired.

The presentation relating to wages paid will be found on pages 373 to 375. The data for the nine leading industries and for All Industries are given in the table which follows:

Table XVI.

INDUSTRIES.	Number of Establishments Considered	TOTAL AMOUNT PAID IN WAGES DURING THE YEAR		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
<i>Boots and shoes (aggregate), . .</i>	636	\$38,034,515	\$41,815,689	+ \$3,781,174	+ 9.94
Factory product, . . . . .	357	34,724,428	38,279,917	+ 3,555,489	+ 10.24
Soles, heels, and cut stock, . .	200	2,471,585	2,600,810	+ 138,225	+ 5.59
Findings, . . . . .	58	563,104	619,799	+ 56,695	+ 10.07
Stitching, heeling, etc., . . .	21	275,398	306,163	+ 30,765	+ 11.17
Carpetings, . . . . .	13	2,368,190	2,515,589	+ 147,399	+ 6.22
<i>Cotton goods (aggregate), . . .</i>	169	35,097,163	39,492,044	+ 4,394,891	+ 12.52
Woven goods, . . . . .	124	30,240,592	34,129,250	+ 3,888,658	+ 12.86
Yarn and thread, . . . . .	37	4,650,270	5,141,032	+ 490,762	+ 10.55
Waste, . . . . .	8	206,291	221,762	+ 15,471	+ 7.50
Leather, . . . . .	110	4,228,230	4,631,635	+ 403,405	+ 9.54
Machines and machinery, . . .	381	21,137,230	23,950,700	+ 2,813,470	+ 13.31
Metals and metallic goods, . .	435	14,497,583	16,246,101	+ 1,748,518	+ 12.06
Paper, . . . . .	87	6,062,849	6,392,865	+ 330,016	+ 5.44
<i>Woolen goods (aggregate), . . .</i>	145	11,167,212	11,275,391	+ 108,179	+ 0.97
Woven goods and yarn, . . . .	125	10,809,774	10,939,550	+ 129,776	+ 1.20
Shoddy, waste, etc., . . . . .	20	357,438	335,841	— 21,597	— 6.04
Worsteds goods, . . . . .	45	8,700,925	9,921,716	+ 1,220,791	+ 14.03
Nine industries, . . . . .	2,021	141,293,887	156,241,730	+ 14,947,843	+ 10.58
Other industries, . . . . .	3,034	85,841,159	95,837,705	+ 9,996,546	+ 11.65
All industries, . . . . .	5,055	227,135,046	252,079,435	+ 24,944,389	+ 10.98

The total amount paid in wages in the 5,055 establishments making return in 1905 amounted to \$227,135,046 and in 1906 the total had risen to \$252,079,435, an increase of \$24,944,389, or 10.98 per cent.

Although, as seen in the table on page 365, the cotton goods industry gives employment to the greatest number of persons, nevertheless the industry in which the largest amount was distributed in wages was that of Boots and Shoes. In this industry in 1906, \$41,815,689 was paid to labor as against \$38,034,515 in the same establishments in 1905, an increase of \$3,781,174, or 9.94 per cent. The amount paid in Cotton Goods follows closely, however, and rose from \$35,097,153 in 1905 to \$39,-



492,044 in 1906, an increase of \$4,394,891, or 12.52 per cent. Third in the order of industries as regards the amount paid in wages, we find Machines and Machinery with a total in 1906 of \$23,950,700, an increase over the previous year of 13.31 per cent.

All of the nine leading industries show increase in the amount paid in wages in 1906 as compared with 1905. The increase in Carpetings amounted to 6.22 per cent; Leather, 9.54 per cent; Metals and Metallic Goods, 12.06 per cent; Paper, 5.44 per cent; Woolen Goods, 0.97 per cent; and Worsted Goods, 14.03 per cent.

In the nine leading industries in the aggregate, the amount paid out in wages in 1906 exceeded that of 1905 by \$14,947,843, or 10.58 per cent. For industries other than the nine, substantial increase is also shown, the total rising from \$85,841,159 in 1905 to \$95,837,705 in 1906, an increase of \$9,996,546, or 11.65 per cent.

The next table of the series relates to average yearly earnings, pages 375 to 377, from which the following figures are taken:

Table XVII.

INDUSTRIES.	Number of Establishments Considered	AVERAGE YEARLY EARNINGS		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
<i>Boots and shoes (aggregate),</i> . . .	636	\$539.52	\$548.25	+\$8.73	+1.62
Factory product, . . .	357	556.18	563.31	+7.13	+1.28
Soles, heels, and cut stock, . . .	200	413.65	423.26	+9.61	+2.32
Findings, . . .	58	403.66	424.23	+20.57	+5.10
Stitching, heeling, etc., . . .	21	397.40	444.36	+46.96	+11.82
Carpetings, . . .	13	434.85	446.58	+11.73	+2.70
<i>Cotton goods (aggregate),</i> . . .	169	366.82	398.55	+31.73	+8.65
Woven goods, . . .	124	368.86	400.23	+31.37	+8.50
Yarn and thread, . . .	37	352.93	387.18	+34.25	+9.70
Waste, . . .	8	397.48	412.96	+15.48	+3.89
Leather, . . .	110	507.04	499.15	—7.89	—1.56
Machines and machinery, . . .	381	578.03	592.24	+14.21	+2.46
Metals and metallic goods, . . .	435	561.07	570.36	+9.29	+1.66
Paper, . . .	87	471.12	478.36	+7.24	+1.54
<i>Woolen goods (aggregate),</i> . . .	145	432.32	447.10	+14.78	+3.42
Woven goods and yarn, . . .	125	430.26	445.42	+15.16	+3.52
Shoddy, waste, etc., . . .	20	505.57	509.62	+4.05	+0.80
Worsted goods, . . .	45	409.69	440.10	+30.41	+7.42
Nine industries, . . .	2,021	467.39	487.76	+20.37	+4.36
Other industries, . . .	3,034	493.91	507.17	+13.26	+2.68
All industries, . . .	5,055	477.07	494.96	+17.89	+3.75

From the preceding table it will be seen that for All Industries the average yearly earnings for all persons, without regard

to sex or age, was \$494.96 in 1906 as against \$477.07 in the same establishments in 1905, an increase of \$17.89 per individual, or 3.75 per cent. Of the nine leading industries, Machines and Machinery exhibits the highest average yearly earnings in both 1905 and 1906, the amounts being \$578.03 and \$592.24, respectively, an increase of \$14.21, or 2.46 per cent. As between Boots and Shoes and Cotton Goods, measured by average yearly earnings, the former is by far the more important industry, the average yearly earnings in 1906 being \$548.25 per individual as against \$398.55 in the cotton goods industry.

An examination of the figures shows that with the single exception of Leather, all of the nine leading industries exhibit increase in average yearly earnings in 1906 as compared with 1905, the percentages of increase ranging from 1.54 in Paper to 8.65 in Cotton Goods.

The nine leading industries in the aggregate show an increase in 1906 as compared with 1905 of 4.36 per cent. Increase appears in the total for other industries also, the average yearly earnings rising from \$493.91 in 1905 to \$507.17 in 1906, a gain of \$13.26, or 2.68 per cent.

Actual rates of wages are shown in the presentation on pages 378 to 380. Here the number of males, females, and young persons receiving certain specified sums per week, ranging from under \$3 to \$20 and over, are shown. The data for All Industries, reduced to percentages, are brought forward in the following table:

Table XVIII.

CLASSIFICATION OF WEEKLY WAGES.	PERCENTAGES					
	1905			1906		
	Males	Females	Young Persons	Males	Females	Young Persons
Under \$3.	26.37	34.85	38.78	27.74	34.60	37.66
\$3 but under \$5.	15.01	30.94	54.05	14.45	28.89	56.66
\$5 but under \$6.	20.87	40.28	38.85	17.62	38.75	43.63
\$6 but under \$7.	31.97	44.12	23.91	28.93	43.57	27.50
\$7 but under \$8.	48.82	38.68	12.50	44.54	38.58	16.88
\$8 but under \$9.	57.04	35.81	7.15	54.68	35.48	9.84
\$9 but under \$10.	71.54	24.20	4.26	69.31	25.26	5.43
\$10 but under \$12.	79.94	18.11	1.95	77.56	19.70	2.74
\$12 but under \$15.	91.04	8.25	0.71	89.75	9.17	1.08
\$15 but under \$20.	96.07	3.73	0.20	95.65	4.02	0.33
\$20 and over.	98.70	1.26	0.04	98.08	1.81	0.11
TOTALS.	61.62	24.96	13.42	61.60	24.42	13.98

It will be noted that in each of the lower wage classes, under \$3, \$3 but under \$5, \$5 but under \$6, etc., about three-fourths of the employees are females and young persons. Beginning with the class \$8 but under \$9, however, we find that, in 1906, 54.68 per cent were males, 35.48 per cent females, and 9.84 per cent were young persons. These are practically the same proportions as obtained in 1905. In the higher wage classes, the numbers of females and young persons perceptibly diminish, the percentages for the class \$15 but under \$20 having 95.65 per cent males and 4.02 per cent females, while the representation of young persons is only fractional.

The fluctuations in wage classes for All Industries are shown in the following table:

Table XIX.

CLASSIFICATION OF WEEKLY WAGES.	PERCENTAGES							
	1905				1906			
	Males	Females	Young Persons	Totals	Males	Females	Young Persons	Totals
Under \$3, . . . . .	0.67	2.18	4.51	1.56	0.54	1.71	3.25	1.20
\$3 but under \$5, . . . . .	1.94	9.86	32.01	7.95	1.50	7.54	25.86	6.38
\$5 but under \$6, . . . . .	2.74	13.07	23.42	8.09	2.12	11.76	23.12	7.41
\$6 but under \$7, . . . . .	5.47	18.64	18.79	10.55	4.69	17.82	19.64	9.99
\$7 but under \$8, . . . . .	8.54	16.71	10.04	10.78	7.53	16.45	12.57	10.41
\$8 but under \$9, . . . . .	8.83	13.68	5.07	9.53	8.97	14.67	7.10	10.10
\$9 but under \$10, . . . . .	12.76	10.66	3.49	10.99	12.91	11.87	4.46	11.48
\$10 but under \$12, . . . . .	16.14	9.03	1.81	12.45	16.86	10.80	2.63	13.39
\$12 but under \$15, . . . . .	19.16	4.29	0.68	12.97	19.90	5.13	1.06	13.66
\$15 but under \$20, . . . . .	17.55	1.68	0.17	11.26	18.28	1.94	0.28	11.77
\$20 and over, . . . . .	6.20	0.20	0.01	3.87	6.70	0.31	0.03	4.21
TOTALS, . . . . .	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

In this table, the number of males, females, and young persons totalize to 100. Examination of the figures brings out the fact that the lower wage classes, under \$3, \$3 but under \$5, and \$5 but under \$6, contained smaller proportions of males, females, and young persons, respectively, in 1906 than in 1905. On the other hand, the class \$10 but under \$12, which in 1905 contained 16.14 per cent males, 9.03 per cent females, and 1.81 per cent young persons, exhibit percentages for 1906 of 16.86, 10.80, and 2.63, respectively. Material increase is also shown in the class \$15 but under \$20 and in the class \$20

and over. Referring to the fourth column of the table similar conditions are indicated. That is to say, in the lowest five wage classes fewer employees are to be found than in 1905, the proportions of 100 being uniformly less in 1906 than in the corresponding classes for the previous year; while advancing from the class \$8 but under \$9, the percentages are 10.10, 11.48, 13.39, 13.66, 11.77, and 4.21, as against 9.53, 10.99, 12.45, 12.97, 11.26, and 3.87, respectively, for 1905.

The total amount paid in wages as returned upon the schedule is for all wage-earners, manufacturers making no discrimination on their books as to the proportions paid to men, women, and young persons, separately. In order to secure an estimate of the several amounts, the percentages shown in the above table have been applied to the average number of persons employed for All Industries in 1906 and the following distribution into the different wage classes for males, females, and young persons secured:

Table XX.

CLASSIFICATION OF WEEKLY WAGES.	NUMBER OF			ESTIMATED WEEKLY WAGES OF		
	Males	Females	Young Persons	Males	Females	Young Persons
Under \$3, . . . .	1,695	2,115	2,301	\$4,238	\$5,288	\$5,753
\$3 but under \$5, . . . .	4,695	9,387	18,411	18,780	37,548	73,644
\$5 but under \$6, . . . .	6,649	14,624	16,465	36,570	80,432	90,558
\$6 but under \$7, . . . .	14,719	22,168	13,991	95,674	144,092	90,942
\$7 but under \$8, . . . .	23,614	20,454	8,949	177,105	153,405	67,118
\$8 but under \$9, . . . .	28,126	18,250	5,062	239,071	155,125	43,027
\$9 but under \$10, . . . .	40,523	14,768	3,175	384,969	140,296	30,163
\$10 but under \$12, . . . .	52,891	13,434	1,869	581,801	147,774	20,559
\$12 but under \$15, . . . .	62,438	6,380	751	842,913	86,130	10,139
\$15 but under \$20, . . . .	57,335	2,410	198	1,003,363	42,175	3,465
\$20 and over, . . . .	21,029	388	24	473,153	8,730	540
TOTALS, . . . .	313,714	124,378	71,196	\$3,857,637	\$1,000,995	\$435,908

The last three columns of the preceding table show the estimated amount paid to males, females, and young persons, respectively, for one week of 1906. Of the aggregate, \$5,294,540, the sum of \$3,857,637, or 72.86 per cent, was paid to males, \$1,000,995, or 18.91 per cent, to females, and \$435,908, or 8.23 per cent, to young persons of both sexes under 21 years of



age. Dividing these amounts by the number of males, females, and young persons, respectively, we have average yearly earnings of \$585.45 for males, \$383.25 for females, and \$291.39 for young persons. These figures, although *estimates*, represent more accurately the average yearly earnings of the males, females, and young persons for the year 1906, and are more indicative than the figures for All Industries as given on page 375 which take no account of sex or age. They are substantiated also by the returns of the Eleventh Census taken for the year ending December, 1904, and for which the average yearly earnings for men in Massachusetts were returned as \$546.60, women, \$343.58, and children, \$227.11, the difference in wages for women and children being somewhat affected by the age limit which was placed at 16 by the Census and at 21 by the schedule for Annual Statistics of Manufactures.

The average yearly earnings for the nine leading industries, estimated upon this basis, for males, females, and young persons for 1906, are as follows:

Table XXI.

INDUSTRIES.	ESTIMATED AVERAGE YEARLY EARNINGS		
	Males	Females	Young Persons
Boots and shoes, . . . . .	\$641.99	\$436.60	\$309.09
Carpetings, . . . . .	544.73	400.10	297.38
Cotton goods, . . . . .	465.49	371.25	284.62
Leather, . . . . .	508.72	308.78	336.96
Machines and machinery, . . . . .	618.82	338.75	310.93
Metals and metallic goods, . . . . .	627.21	331.62	309.03
Paper, . . . . .	574.72	333.70	329.97
Woolen goods, . . . . .	497.96	400.05	303.65
Worsted goods, . . . . .	541.04	394.74	305.19

The data in detail for this section are included in tables *a*, *b*, *c*, *d*, *e*, *f*, *g*, and *h*.

## a. AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED: BY SEX AND INDUSTRIES.

1905, 1906.

Table XXII.

[In this presentation, the average number of males, females, and both sexes for each industry are shown. The total number of establishments is 5,055. It should be borne in mind that the persons here enumerated are wage-earners only; officers, clerks, or other salaried persons are not included.]

INDUSTRIES.	1905			1906		
	Males	Females	Both Sexes	Males	Females	Both Sexes
<b>All Industries.<sup>1</sup></b>	321,604	154,501	476,105	346,251	163,037	509,288
Agricultural implements, .	778	2	780	807	2	809
Arms and ammunition, .	3,074	199	3,273	2,799	252	3,051
Artisans' tools, .	3,816	119	3,935	4,600	129	4,729
Awnings, sails, tents, etc., .	207	104	311	227	120	347
Bicycles, tricycles, etc., .	256	1	257	341	3	344
Boots and shoes, .	47,359	23,138	70,497	51,305	24,966	76,271
Boots and shoes (factory product), .	42,216	20,218	62,434	45,937	22,018	67,955
Soles, heels, and cut stock, .	4,151	1,824	5,975	4,330	1,836	6,166
Boot and shoe findings, .	880	515	1,395	882	579	1,461
Stitching, heelings, etc., .	112	581	693	156	533	689
Boxes, barrels, kegs, etc., .	4,135	504	4,639	4,319	523	4,842
Boxes (paper), .	954	2,100	3,054	1,069	2,286	3,355
Brick, tiles, and sewer pipe, .	1,362	23	1,385	1,388	25	1,413
Brooms, brushes, and mops, .	552	932	1,484	631	960	1,591
Building materials, .	1,583	4	1,587	1,624	1	1,625
Burial cases, caskets, coffins, etc., .	199	28	227	215	20	235
Buttons and dress trimmings, .	140	311	451	155	314	469
Carpetings, .	2,869	2,577	5,446	2,941	2,692	5,633
Carriages and wagons, .	2,787	57	2,844	3,108	62	3,170
Cement, kaolin, lime, and plaster, .	306	3	309	444	-	444
Chemical preparations (compounded), .	611	3	614	626	3	629
Clocks and watches, .	1,977	2,236	4,213	2,058	2,311	4,369
Clothing, .	4,807	10,522	15,329	5,141	11,216	16,357
Cooking, lighting, and heating apparatus, .	2,573	69	2,642	2,890	90	2,980
Cordage and twine, .	1,647	1,204	2,851	1,894	1,155	3,049
Cotton goods, .	50,620	45,060	95,680	52,620	46,469	99,089
Cotton goods (woven), .	43,399	38,586	81,985	45,277	39,997	85,274
Cotton yarn and thread, .	6,865	6,311	13,176	6,967	6,311	13,278
Cotton waste, .	356	163	519	376	161	537
Crayons, pencils, crucibles, etc., .	37	18	55	38	21	59
Drugs and medicines, .	461	555	1,016	499	635	1,134
Dyestuffs, .	115	20	135	76	23	99
Earthen, plaster, and stone ware, .	145	22	167	171	13	184
Electrical apparatus and appliances, .	8,093	1,746	9,839	10,684	2,407	13,091
Electroplating, .	165	14	179	166	14	180
Emery and sand paper and cloth, etc., .	502	11	513	584	10	594
Fancy articles, etc., .	201	344	545	221	339	560
Fertilizers, .	352	3	355	331	8	339
Fine arts and taxidermy, .	33	2	35	37	3	40
Fireworks and matches, .	119	37	156	135	51	186
Flax, hemp, and jute goods, .	1,699	2,057	3,756	1,755	2,081	3,836

<sup>1</sup> See definition on page 318.

a. AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED: BY SEX  
AND INDUSTRIES. 1905, 1906—Concluded.

INDUSTRIES.	1905			1906		
	Males	Females	Both Sexes	Males	Females	Both Sexes
Food preparations, . . . .	7,958	4,739	12,697	8,391	5,230	13,621
Furniture, . . . . .	7,214	1,570	8,784	7,939	1,529	9,468
Glass, . . . . .	322	18	340	360	18	378
Glue, isinglass, and starch, .	423	52	475	486	72	558
Hair work (animal and human), . . . . .	85	34	119	83	36	119
Hose and belting: rubber, linen, etc., . . . . .	31	44	75	41	46	87
Hosiery and knit goods, . . . .	2,442	5,731	8,173	2,571	6,073	8,644
Ink, mucilage, and paste, . . .	65	94	159	78	81	159
Ivory, bone, shell, and horn goods, etc., . . . . .	2,129	581	2,710	2,247	664	2,911
Jewelry, . . . . .	3,908	2,161	6,069	4,614	2,620	7,234
Leather, . . . . .	8,250	89	8,339	9,118	161	9,279
Leather goods, . . . . .	1,311	509	1,820	1,466	557	2,023
Liquors (bottled) and carbonated beverages, . . . . .	228	6	234	248	7	255
Liquors (malt), . . . . .	1,607	—	1,607	1,652	—	1,652
Liquors (distilled), . . . . .	38	—	38	39	—	39
Lumber, . . . . .	771	4	775	770	3	773
Machines and machinery, . . .	36,041	527	36,568	39,814	627	40,441
Metals and metallic goods, . .	23,122	2,717	25,839	25,573	2,911	28,484
Models, lasts, and patterns, . .	730	75	805	822	5	827
Musical instruments and materials, . . . . .	3,993	335	4,328	4,216	342	4,558
Oils and illuminating fluids, . .	175	10	185	200	14	214
Paints, colors, and crude chemicals, . . . . .	364	28	392	416	38	454
Paper, . . . . .	7,914	4,955	12,869	8,285	5,079	13,364
Paper goods, . . . . .	2,029	2,384	4,413	2,273	2,668	4,941
Photographs and photographic materials, . . . . .	121	89	210	113	88	201
Polishes and dressing, . . . . .	226	204	430	263	212	475
Printing, publishing, and bookbinding, . . . . .	3,643	2,302	5,945	3,800	2,408	6,208
Print works, dye works, and bleacheries, . . . . .	5,761	1,355	7,116	6,072	1,393	7,465
Railroad construction and equipment, . . . . .	4,378	27	4,405	5,637	319	5,956
Rubber and elastic goods, . . .	8,258	5,167	13,425	8,346	5,042	13,388
Saddlery and harness, . . . . .	298	122	420	315	163	478
Scientific instruments and appliances, . . . . .	425	120	545	469	119	588
Shipbuilding, . . . . .	660	—	660	573	—	573
Silk and silk goods, . . . . .	1,123	2,005	3,128	1,095	2,051	3,146
Sporting and athletic goods, . .	922	315	1,237	1,141	313	1,454
Stone, . . . . .	4,797	—	4,797	5,096	—	5,096
Quarried, . . . . .	2,518	—	2,518	2,827	—	2,827
Cut and monumental, . . . . .	2,279	—	2,279	2,269	—	2,269
Straw and palm leaf goods, . . .	1,079	1,854	2,933	1,119	1,837	2,956
Tallow, candles, soap, and grease, . . . . .	843	126	969	860	126	986
Tobacco, snuff, and cigars, . . .	2,245	963	3,208	2,462	1,056	3,518
Toys and games (children's), . .	674	161	835	737	188	925
Trunks and valises, . . . . .	169	45	214	168	46	214
Whips, lashes, and stocks, . . .	599	222	821	637	236	873
Wooden goods, . . . . .	1,282	84	1,366	1,349	90	1,439
Woolen goods, . . . . .	16,906	8,925	25,831	16,477	8,742	25,219
Woven goods and yarn, . . . . .	16,261	8,863	25,124	15,867	8,693	24,560
Shoddy, waste, etc., . . . . .	645	62	707	610	49	659
Worsted goods, . . . . .	11,511	9,727	21,238	11,921	10,623	22,544

b. AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED —  
BOTH SEXES: BY INDUSTRIES.

1905, 1906.

Table XXIII.

[In this presentation, the average number of wage-earners employed without regard to sex is shown, by industries, for the years 1905 and 1906. The increases or decreases in 1906 as compared with 1905 are given in numbers and percentages. It should be borne in mind that the persons here enumerated are wage-earners only; officers, clerks, or other salaried persons are not included.]

INDUSTRIES.	Number of Establishments Considered	AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED: BOTH SEXES		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Number	Percentages
<b>All Industries.<sup>1</sup></b>	5,055	476,105	509,288	+33,183	+6.97
Agricultural implements, . . .	7	780	809	+29	+3.72
Arms and ammunition, . . .	12	3,273	3,051	—222	—6.78
Artisans' tools, . . .	83	3,935	4,729	+794	+20.18
Awnings, sails, tents, etc., . .	33	311	347	+36	+11.58
Bicycles, tricycles, etc., . . .	5	257	344	+87	+33.85
Boots and shoes, . . .	636	70,497	76,271	+5,774	+8.19
Boots and shoes (factory product)	357	62,434	67,955	+5,521	+8.84
Soles, heels, and cut stock, . .	200	5,975	6,166	+191	+3.20
Boot and shoe findings, . . .	58	1,395	1,461	+66	+4.73
Stitching, heelings, etc., . .	21	693	689	—4	—0.58
Boxes, barrels, kegs, etc., . .	129	4,639	4,842	+203	+4.38
Boxes (paper), . . .	75	3,054	3,355	+301	+9.86
Brick, tiles, and sewer pipe, . .	57	1,385	1,413	+28	+2.02
Brooms, brushes, and mops, . .	29	1,484	1,591	+107	+7.21
Building materials, . . .	72	1,587	1,625	+38	+2.39
Burial cases, caskets, coffins, etc.,	5	227	235	+8	+3.52
Buttons and dress trimmings, . .	12	451	469	+18	+3.99
Carpeterings, . . .	13	5,446	5,633	+187	+3.43
Carriages and wagons, . . .	101	2,844	3,170	+326	+11.46
Cement, kaolin, lime, and plaster, .	12	309	444	+135	+43.69
Chemical preparations (compounded), . .	17	614	629	+15	+2.44
Clocks and watches, . . .	10	4,213	4,369	+156	+3.70
Clothing, . . .	269	15,329	16,357	+1,028	+6.71
Cooking, lighting, and heating apparatus, . . .	41	2,642	2,980	+338	+12.79
Cordage and twine, . . .	19	2,851	3,049	+198	+6.94
Cotton goods, . . .	169	95,680	99,089	+3,409	+3.56
Cotton goods (woven), . . .	124	81,985	85,274	+3,289	+4.01
Cotton yarn and thread, . .	37	13,176	13,278	+102	+0.77
Cotton waste, . . .	8	519	537	+18	+3.47
Crayons, pencils, crucibles, etc., .	5	55	59	+4	+7.27
Drugs and medicines, . . .	36	1,016	1,134	+118	+11.61
Dyestuffs, . . .	8	135	99	—36	—26.67
Earthen, plaster, and stone ware, .	10	167	184	+17	+10.18
Electrical apparatus and appliances, . . .	45	9,839	13,091	+3,252	+33.05
Electroplating, . . .	11	179	180	+1	+0.56
Emery and sand paper and cloth, etc., . . .	10	513	594	+81	+15.79
Fancy articles, . . .	17	545	560	+15	+2.75
Fertilizers, . . .	6	355	339	—16	—4.51
Fine arts and taxidermy, . . .	3	35	40	+5	+14.29
Fireworks and matches, . . .	4	156	186	+30	+19.23
Flax, hemp, and jute goods, . .	10	3,756	3,836	+80	+2.13

<sup>1</sup> See definition on page 318.



b. AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED—BOTH SEXES: BY INDUSTRIES. 1905, 1906—Concluded.

INDUSTRIES.	Number of Establishments Considered	AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED: BOTH SEXES		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Number	Percentages
Food preparations, . . . . .	372	12,697	13,621	+924	+7.28
Furniture, . . . . .	172	8,784	9,468	+684	+7.79
Glass, . . . . .	15	340	378	+38	+11.18
Glue, isinglass, and starch, . . . . .	21	475	558	+83	+17.47
Hair work (animal and human), . . . . .	4	119	119	=	=
Hose and belting; rubber, linen, etc., . . . . .	6	75	87	+12	+16.00
Hosiery and knit goods, . . . . .	36	8,173	8,644	+471	+5.76
Ink, mucilage, and paste, . . . . .	8	159	159	=	=
Ivory, bone, shell, and horn goods, etc., . . . . .	34	2,710	2,911	+201	+7.42
Jewelry, . . . . .	111	6,069	7,234	+1,165	+19.20
Leather, . . . . .	110	8,339	9,279	+940	+11.27
Leather goods, . . . . .	35	1,820	2,023	+203	+11.15
Liquors (bottled) and carbonated beverages, . . . . .	25	234	255	+21	+8.97
Liquors (malt), . . . . .	38	1,607	1,652	+45	+2.80
Liquors (distilled), . . . . .	7	38	39	+1	+2.63
Lumber, . . . . .	28	775	773	—2	—0.26
Machines and machinery, . . . . .	281	36,568	40,441	+3,873	+10.59
Metals and metallic goods, . . . . .	435	25,839	28,484	+2,645	+10.24
Models, lasts, and patterns, . . . . .	48	805	827	+22	+2.73
Musical instruments and materials, . . . . .	53	4,328	4,558	+230	+5.31
Oils and illuminating fluids, . . . . .	10	185	214	+29	+15.68
Paints, colors, and crude chemicals, . . . . .	30	392	454	+62	+15.82
Paper, . . . . .	87	12,869	13,364	+495	+3.85
Paper goods, . . . . .	44	4,413	4,941	+528	+11.96
Photographs and photographic materials, . . . . .	15	210	201	—9	—4.29
Polishes and dressing, . . . . .	41	430	475	+45	+10.47
Printing, publishing, and book-binding, . . . . .	74	5,945	6,208	+263	+4.42
Print works, dye works, and bleacheries, . . . . .	43	7,116	7,465	+349	+4.90
Railroad construction and equipment, . . . . .	18	4,405	5,956	+1,551	+35.21
Rubber and elastic goods, . . . . .	48	13,425	13,388	—37	—0.28
Saddlery and harness, . . . . .	20	420	478	+58	+13.81
Scientific instruments and appliances, . . . . .	17	545	588	+43	+7.89
Shipbuilding, . . . . .	34	660	573	—87	—13.18
Silk and silk goods, . . . . .	13	3,128	3,146	+18	+0.58
Sporting and athletic goods, . . . . .	18	1,237	1,454	+217	+17.54
Stone, . . . . .	175	4,797	5,096	+299	+6.23
Quarried, . . . . .	38	2,518	2,827	+309	+12.27
Cut and monumental, . . . . .	137	2,279	2,269	—10	—0.44
Straw and palm leaf goods, . . . . .	21	2,933	2,956	+23	+0.78
Tallow, candles, soap, and grease, . . . . .	47	969	986	+17	+1.75
Tobacco, snuff, and cigars, . . . . .	97	3,208	3,518	+310	+9.66
Toys and games (children's), . . . . .	9	835	925	+90	+10.78
Trunks and valises, . . . . .	10	214	214	=	=
Whips, lashes, and stocks, . . . . .	16	821	873	+52	+6.33
Wooden goods, . . . . .	68	1,366	1,439	+73	+5.34
Woolen goods, . . . . .	115	25,831	25,219	—612	—2.37
Woven goods and yarn, . . . . .	125	25,124	24,560	—564	—2.24
Shoddy, waste, etc., . . . . .	20	707	659	—48	—6.79
Worsted goods, . . . . .	45	21,238	22,544	+1,306	+6.15

## c. SMALLEST, GREATEST, AND AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED: BY INDUSTRIES.

1905, 1906.

Table XXIV.

[This presentation shows the average number of wage-earners employed, and the number of persons employed at periods of employment of smallest and greatest number, respectively, — these terms being used to denote the time in each industry when the smallest and greatest number, respectively, was employed. It should be borne in mind that *the persons here enumerated are wage-earners only*; officers, clerks, or other salaried persons are not included.]

INDUSTRIES.	1905			1906		
	Average Number	Smallest Number	Greatest Number	Average Number	Smallest Number	Greatest Number
<b>All Industries.<sup>1</sup></b>	476,105	411,869	534,712	509,288	448,830	565,472
Agricultural implements, . .	780	689	859	809	764	878
Arms and ammunition, . .	3,273	2,830	3,733	3,051	2,624	3,433
Artisans' tools, . .	3,935	613	4,344	4,729	4,244	5,163
Awnings, sails, tents, etc., .	311	219	442	347	234	485
Bicycles, tricycles, etc., .	257	136	429	344	224	509
Boots and shoes, . .	70,497	58,879	81,060	76,271	63,617	86,693
Boots and shoes (factory product), . .	62,434	52,212	71,673	67,955	56,493	76,950
Soles, heels, and cut stock, .	5,975	4,904	6,949	6,166	5,227	7,191
Boot and shoe findings, . .	1,395	1,213	1,600	1,461	1,233	1,737
Stitching, heeling, etc., .	693	550	838	689	564	815
Boxes, barrels, kegs, etc., .	4,639	4,147	5,118	4,842	4,350	5,360
Boxes (paper), . .	3,054	2,626	3,472	3,355	2,893	3,843
Brick, tiles, and sewer pipe, .	1,385	628	2,456	1,413	646	2,490
Brooms, brushes, and mops, .	1,484	1,321	1,646	1,591	1,419	1,850
Building materials, . .	1,587	1,281	1,883	1,625	1,394	1,858
Burial cases, caskets, coffins, etc., . .	227	208	238	235	215	251
Buttons and dress trimmings, .	451	371	532	469	390	538
Carpetings, . .	5,446	5,039	5,677	5,633	5,323	5,897
Carriages and wagons, . .	2,844	2,146	3,432	3,170	2,403	3,825
Cement, kaolin, lime, and plaster, . .	309	250	377	444	389	512
Chemical preparations (compounded), . .	614	584	637	629	584	659
Clocks and watches, . .	4,213	4,092	4,306	4,369	4,074	4,633
Clothing, . .	15,329	12,711	17,649	16,357	13,739	18,574
Cooking, lighting, and heating apparatus, . .	2,642	2,318	2,966	2,980	2,674	3,284
Cordage and twine, . .	2,851	2,807	3,316	3,049	2,703	3,487
Cotton goods, . .	96,680	85,757	102,003	99,089	96,031	102,730
Cotton goods (woven), . .	81,985	73,119	87,551	85,274	81,714	88,499
Cotton yarn and thread, . .	13,176	12,173	13,887	13,278	12,813	13,663
Cotton waste, . .	519	465	565	537	504	568
Crayons, pencils, crucibles, etc., . .	55	47	71	59	50	70
Drugs and medicines, . .	1,016	758	1,308	1,134	863	1,491
Dyestuffs, . .	135	101	166	99	128	190
Earthen, plaster, and stone ware, . .	167	172	217	184	164	202
Electrical apparatus and appliances, . .	9,839	8,666	11,157	13,091	11,242	15,278
Electroplating, . .	179	157	205	180	158	205
Emery and sand paper and cloth, etc., . .	513	453	565	594	539	666
Fancy articles, etc., . .	545	340	756	560	328	849
Fertilizers, . .	355	230	494	339	245	508
Fine arts and taxidermy, . .	35	34	37	40	37	43
Fireworks and matches, . .	156	109	216	186	138	239
Flax, hemp, and jute goods, .	3,756	3,360	3,950	3,836	3,612	3,972

<sup>1</sup> See definition on page 318.

## c. SMALLEST, GREATEST, AND AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED: BY INDUSTRIES. 1905, 1906—Concluded.

INDUSTRIES.	1905			1906		
	Average Number	Smallest Number	Greatest Number	Average Number	Smallest Number	Greatest Number
Food preparations, . . . . .	12,697	10,570	15,152	13,621	11,437	16,174
Furniture, . . . . .	8,784	7,683	9,900	9,468	8,147	10,678
Glass, . . . . .	340	270	402	378	327	411
Glue, isinglass, and starch, . .	475	312	587	558	393	692
Hair work (animal and human), . . . . .	119	100	146	119	105	133
Hose and belting: rubber, linen, etc., . . . . .	75	70	78	87	72	104
Hosiery and knit goods, . . . .	8,173	7,084	9,047	8,644	8,050	9,161
Ink, mucilage, and paste, . . .	159	146	172	159	147	164
Ivory, bone, shell, and horn goods, etc., . . . . .	2,710	2,239	3,183	2,911	2,303	3,549
Jewelry, . . . . .	6,069	4,979	7,368	7,234	5,921	8,748
Leather, . . . . .	8,339	6,992	9,798	9,279	7,792	10,833
Leather goods, . . . . .	1,820	1,542	2,121	2,023	1,801	2,250
Liquors (bottled) and carbonated beverages, . . . . .	234	159	332	255	176	356
Liquors (malt), . . . . .	1,607	1,497	1,712	1,652	1,535	1,757
Liquors (distilled), . . . . .	38	33	42	39	34	43
Lumber, . . . . .	775	640	910	773	632	923
Machines and machinery, . . . .	36,568	32,187	41,394	40,441	36,455	44,440
Metals and metallic goods, . . .	25,839	22,547	29,199	28,484	25,162	31,639
Models, lasts, and patterns, . .	805	688	960	827	706	968
Musical instruments and materials, . . . . .	4,328	3,783	4,779	4,558	4,110	4,939
Oils and illuminating fluids, . .	185	155	229	214	175	264
Paints, colors, and crude chemicals, . . . . .	392	353	443	454	400	505
Paper, . . . . .	12,869	11,574	13,772	13,364	12,356	14,276
Paper goods, . . . . .	4,413	3,956	4,806	4,941	4,500	5,390
Photographs and photographic materials, . . . . .	210	165	255	201	159	238
Polishes and dressing, . . . . .	430	356	509	475	369	558
Printing, publishing, and bookbinding, . . . . .	5,945	5,468	6,458	6,208	5,617	6,725
Print works, dye works, and bleacheries, . . . . .	7,116	6,455	7,792	7,465	6,604	8,212
Railroad construction and equipment, . . . . .	4,405	3,762	4,830	5,956	5,194	6,633
Rubber and elastic goods, . . .	13,425	11,940	14,618	13,388	11,706	14,616
Saddlery and harness, . . . . .	420	371	499	478	432	521
Scientific instruments and appliances, . . . . .	545	489	618	588	520	639
Shipbuilding, . . . . .	660	358	1,005	573	354	910
Silk and silk goods, . . . . .	3,128	2,873	3,330	3,146	3,011	3,270
Sporting and athletic goods, . .	1,237	890	1,511	1,454	1,116	1,770
Stone, . . . . .	4,797	2,892	6,626	5,096	3,187	6,664
Quarried, . . . . .	2,518	1,389	3,608	2,827	1,620	3,664
Cut and monumental, . . . . .	2,279	1,503	3,018	2,269	1,567	3,000
Straw and palm leaf goods, . . .	2,933	1,024	4,431	2,956	1,108	4,403
Tallow, candles, soap, and grease, . . . . .	969	871	1,085	986	885	1,087
Tobacco, snuff, and cigars, . . .	3,208	2,848	3,556	3,518	3,010	3,976
Toys and games (children's), . .	835	585	1,058	925	618	1,148
Trunks and valises, . . . . .	214	140	263	214	143	264
Whips, lashes, and stocks, . . .	821	752	873	873	818	930
Wooden goods, . . . . .	1,366	1,154	1,589	1,439	1,245	1,663
Woolen goods, . . . . .	25,831	22,258	28,301	25,219	22,037	27,704
Woven goods and yarn, . . . . .	25,124	21,692	27,455	24,560	21,528	26,915
Shoddy, waste, etc., . . . . .	707	566	846	659	509	789
Worsted goods, . . . . .	21,238	19,580	23,256	22,544	20,623	24,479

## d. RANGE OF EMPLOYMENT AND UNEMPLOYMENT: BY INDUSTRIES.

1905, 1906.

Table XXV.

[In this presentation, the excess of greatest over smallest number of persons, as obtained from the table on pages 367 and 368, is shown, and a comparison is made between the two years. The relative increases or decreases in the excess of greatest over smallest number employed in 1906 as compared with 1905 are given with equivalent percentages. It should be borne in mind that the persons here enumerated are wage-earners only; officers, clerks, or other salaried persons are not included.]

INDUSTRIES.	Number of Establishments Considered	EXCESS OF GREATEST OVER SMALLEST NUMBER OF PERSONS EMPLOYED		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Number	Percentages
<b>All Industries.<sup>1</sup></b>	5,055	122,843	116,642	—6,201	—5.05
Agricultural implements, . . .	7	170	114	—56	—32.94
Arms and ammunition, . . .	12	903	809	—94	—10.41
Artisans' tools, . . .	83	731	919	+188	+25.72
Awnings, sails, tents, etc., . .	33	223	251	+28	+12.56
Bicycles, tricycles, etc., . . .	5	293	285	—8	—2.73
Boots and shoes, . . .	636	22,181	23,176	+995	+4.49
Boots and shoes (factory product), . .	357	19,461	20,457	+996	+5.12
Soles, heels, and cut stock, . . .	200	2,045	1,964	—81	—3.96
Boot and shoe findings, . . .	58	387	504	+117	+30.23
Stitching, healing, etc., . . .	21	288	251	—37	—12.85
Boxes, barrels, kegs, etc., . . .	129	971	1,010	+39	+4.02
Boxes (paper), . . .	75	846	950	+104	+12.29
Brick, tiles, and sewer pipe, . .	57	1,828	1,844	+16	+0.88
Brooms, brushes, and mops, . .	29	325	431	+106	+32.62
Building materials, . . .	72	602	464	—138	—22.92
Burial cases, caskets, coffins, etc.,	5	30	36	+6	+20.00
Buttons and dress trimmings, . .	12	161	148	—13	—8.07
Carpetings, . . .	13	638	574	—64	—10.03
Carriages and wagons, . . .	101	1,286	1,422	+136	+10.58
Cement, kaolin, lime, and plaster, .	12	127	123	—4	—3.15
Chemical preparations (compounded), . .	17	53	75	+22	+41.51
Clocks and watches, . . .	10	214	559	+345	+161.21
Clothing, . . .	269	4,938	4,835	—103	—2.09
Cooking, lighting, and heating apparatus, . .	41	648	610	—38	—5.86
Cordage and twine, . . .	19	509	784	+275	+54.03
Cotton goods, . . .	169	16,246	7,699	—8,547	—52.61
Cotton goods (woven), . . .	124	14,432	6,785	—7,647	—52.99
Cotton yarn and thread, . . .	37	1,714	850	—864	—50.41
Cotton waste, . . .	8	100	64	—36	—36.00
Crayons, pencils, crucibles, etc., .	5	24	20	—4	—16.67
Drugs and medicines, . . .	36	550	628	+78	+14.18
Dyestuffs, . . .	8	65	62	—3	—4.62
Earthen, plaster, and stone ware, .	10	45	38	—7	—15.56
Electrical apparatus and appliances, . .	45	2,491	4,036	+1,545	+62.02
Electroplating, . . .	11	48	47	—1	—2.08
Emery and sand paper and cloth, etc., . .	10	112	127	+15	+13.39
Fancy articles, etc., . . .	17	416	521	+105	+25.24
Fertilizers, . . .	6	264	263	—1	—0.38
Fine arts and taxidermy, . . .	3	3	6	+3	+100.00
Fireworks and matches, . . .	4	107	101	—6	—5.61
Flax, hemp, and jute goods, . .	10	590	360	—230	—38.98

<sup>1</sup> See definition on page 318.



## d. RANGE OF EMPLOYMENT AND UNEMPLOYMENT: BY INDUSTRIES. 1905, 1906—Concluded.

INDUSTRIES.	Number of Establishments Considered	EXCESS OF GREATEST OVER SMALLEST NUMBER OF PERSONS EMPLOYED		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Number	Percentages
Food preparations, . . . .	372	4,582	4,737	+155	+3.38
Furniture, . . . .	172	2,217	2,531	+314	+14.16
Glass, . . . .	15	132	84	—48	—36.36
Glue, isinglass, and starch, . .	21	275	299	+24	+8.73
Hair work (animal and human), Hose and belting: rubber, linen, etc., . . . .	4 6	46 8	28 32	—18 +24	—39.13 +300.00
Hosiery and knit goods, . . .	36	1,963	1,111	—852	—43.40
Ink, mucilage, and paste, . . .	8	26	17	—9	—34.62
Ivory, bone, shell, and horn goods, etc., . . . .	34	944	1,246	+302	+31.99
Jewelry, . . . .	111	2,389	2,827	+438	+18.33
Leather, . . . .	110	2,806	3,041	+235	+8.37
Leather goods, . . . .	35	579	449	—130	—22.45
Liquors (bottled) and carbonated beverages, . . . .	25	173	180	+7	+4.05
Liquors (malt), . . . .	38	215	222	+7	+3.26
Liquors (distilled), . . . .	7	9	9	=	=
Lumber, . . . .	28	270	291	+21	+7.78
Machines and machinery, . . .	381	9,207	7,985	—1,222	—13.27
Metals and metallic goods, . .	435	6,652	6,477	—175	—2.63
Models, lasts, and patterns, . .	48	272	262	—10	—3.68
Musical instruments and materials,	53	996	829	—167	—16.77
Oils and illuminating fluids, . .	10	74	89	+15	+20.27
Paints, colors, and crude chemi- cals, . . . .	30	90	105	+15	+16.67
Paper, . . . .	87	2,198	1,920	—278	—12.65
Paper goods, . . . .	44	850	890	+40	+4.71
Photographs and photographic materials, . . . .	15	90	79	—11	—12.22
Polishes and dressing, . . . .	41	153	189	+36	+23.53
Printing, publishing, and book- binding, . . . .	74	990	1,108	+118	+11.92
Print works, dye works, and bleacheries, . . . .	43	1,337	1,608	+271	+20.27
Railroad construction and equip- ment, . . . .	18	1,068	1,439	+371	+34.74
Rubber and elastic goods, . . .	48	2,678	2,910	+232	+8.66
Saddlery and harness, . . . .	20	128	89	—39	—30.47
Scientific instruments and appli- ances, . . . .	17	129	119	—10	—7.75
Shipbuilding, . . . .	34	647	556	—91	—14.06
Silk and silk goods, . . . .	13	457	259	—198	—43.33
Sporting and athletic goods, . .	18	621	654	+33	+5.31
Stone, . . . .	175	3,734	3,477	—257	—6.88
Quarried, . . . .	38	2,219	2,044	—175	—7.89
Cut and monumental, . . . .	137	1,515	1,433	—82	—5.41
Straw and palm leaf goods, . .	21	3,407	3,295	—112	—3.29
Tallow, candles, soap, and grease, Tobacco, snuff, and cigars, . .	47 97	214 708	202 966	—12 +258	—5.61 +36.44
Toys and games (children's), . .	9	473	530	+57	+12.05
Trunks and valises, . . . .	10	123	121	—2	—1.63
Whips, lashes, and stocks, . . .	16	121	112	—9	—7.44
Wooden goods, . . . .	68	435	418	—17	—3.91
Woolen goods, . . . .	115	6,043	5,667	—376	—6.22
Woven goods and yarn, . . . .	125	5,763	5,387	—376	—6.52
Shoddy, waste, etc., . . . .	20	280	280	=	=
Worsted goods, . . . .	45	3,676	3,856	+180	+4.90

c. WAGE-EARNERS EMPLOYED—BOTH SEXES. AGGREGATES,  
BY MONTHS.

1905, 1906.

Table XXVI.

[This presentation shows, for the nine leading industries and for All Industries, the aggregate number of persons employed during each month of the years 1905 and 1906, together with percentages of employment and unemployment based on the month when the greatest number of persons was employed. This greatest number has been considered as 100 per cent, and the variations from this percentage month by month indicate the fluctuations in employment. It should be borne in mind that *the persons here enumerated are wage-earners only*; officers, clerks, or other salaried persons are not included. Considerations of space have led to the curtailment of the presentation under this head to the nine leading industries, but the figures in detail for any of the 79 classified industries may be obtained upon application to this Department.]

INDUSTRIES AND MONTHS.	1905			1906		
	Number of Persons Employed in Estab- lishments Con- sidered	PERCENTAGES OF —		Number of Persons Employed in Estab- lishments Con- sidered	PERCENTAGES OF —	
		Em- ployment	Unem- ployment		Em- ployment	Unem- ployment
<i>Boots and Shoes.</i>						
January, . . . . .	68,260	92.06	7.94	76,961	98.05	1.95
February, . . . . .	70,208	94.69	5.31	78,490	100.00	—
March, . . . . .	70,204	94.68	5.32	78,312	99.77	0.23
April, . . . . .	68,947	92.99	7.01	76,932	98.02	1.98
May, . . . . .	68,697	92.65	7.35	75,673	96.41	3.59
June, . . . . .	67,859	91.52	8.48	74,871	95.39	4.61
July, . . . . .	68,781	92.76	7.24	74,212	94.55	5.45
August, . . . . .	71,323	96.19	3.81	75,707	96.45	3.55
September, . . . . .	71,823	96.86	3.14	74,776	95.27	4.73
October, . . . . .	72,322	97.54	2.46	74,951	95.49	4.51
November, . . . . .	72,799	98.18	1.82	75,927	96.73	3.27
December, . . . . .	74,148	100.00	—	77,942	99.30	0.70
<i>Carpetings.</i>						
January, . . . . .	5,368	95.82	4.18	5,661	97.40	2.60
February, . . . . .	5,450	97.29	2.71	5,674	97.63	2.37
March, . . . . .	5,498	98.14	1.86	5,757	99.05	0.95
April, . . . . .	5,602	100.00	—	5,778	99.42	0.58
May, . . . . .	5,551	99.09	0.91	5,812	100.00	—
June, . . . . .	5,496	98.11	1.89	5,533	95.20	4.80
July, . . . . .	5,480	97.82	2.18	5,569	95.82	4.18
August, . . . . .	5,505	98.27	1.73	5,464	94.01	5.99
September, . . . . .	5,515	98.45	1.55	5,535	95.23	4.77
October, . . . . .	5,428	96.89	3.11	5,608	96.49	3.51
November, . . . . .	5,146	91.86	8.14	5,551	95.51	4.49
December, . . . . .	5,301	94.63	5.37	5,644	97.11	2.89
<i>Cotton Goods.</i>						
January, . . . . .	93,060	95.22	4.78	98,911	98.42	1.58
February, . . . . .	95,615	97.83	2.17	99,151	98.66	1.34
March, . . . . .	96,598	98.84	1.16	99,535	99.05	0.95
April, . . . . .	97,731	100.00	—	99,114	98.63	1.37
May, . . . . .	97,474	99.74	0.26	99,018	98.53	1.47
June, . . . . .	97,077	99.33	0.67	98,875	98.39	1.61
July, . . . . .	96,810	99.06	0.94	98,564	98.08	1.92
August, . . . . .	96,829	99.08	0.92	97,758	97.28	2.72
September, . . . . .	97,436	99.70	0.30	98,448	97.96	2.04
October, . . . . .	92,785	94.94	5.06	99,569	99.08	0.92
November, . . . . .	94,248	96.44	3.56	100,494	100.00	—
December, . . . . .	96,182	98.42	1.58	99,445	98.96	1.04
<i>Leather.</i>						
January, . . . . .	8,322	92.15	7.85	9,107	92.80	7.20
February, . . . . .	8,508	94.21	5.79	9,249	94.24	5.76

e. WAGE-EARNERS EMPLOYED—BOTH SEXES. AGGREGATES,  
BY MONTHS. 1905, 1906—Continued.

INDUSTRIES AND MONTHS.	1905			1906		
	Number of Persons Employed in Estab- lishments Con- sidered	PERCENTAGES OF —		Number of Persons Employed in Estab- lishments Con- sidered	PERCENTAGES OF —	
		Em- ployment	Unem- ployment		Em- ployment	Unem- ployment
<i>Leather — Con.</i>						
March, . . . . .	8,503	94.15	5.85	9,120	92.93	7.07
April, . . . . .	8,230	91.13	8.87	9,224	93.99	6.01
May, . . . . .	8,062	89.27	10.73	9,203	93.77	6.23
June, . . . . .	7,960	88.14	11.86	9,040	92.11	7.89
July, . . . . .	7,893	87.40	12.60	9,060	92.32	7.68
August, . . . . .	8,134	90.07	9.93	9,107	92.80	7.20
September, . . . . .	8,111	89.81	10.19	9,157	93.31	6.69
October, . . . . .	8,453	93.60	6.40	9,444	96.23	3.77
November, . . . . .	8,743	96.81	3.19	9,750	99.35	0.65
December, . . . . .	9,031	100.00	—	9,814	100.00	—
<i>Machines and Machinery.</i>						
January, . . . . .	34,943	88.23	11.77	38,820	90.83	9.17
February, . . . . .	35,078	88.57	11.43	39,116	91.53	8.47
March, . . . . .	35,166	88.79	11.21	39,681	92.85	7.15
April, . . . . .	34,426	86.92	13.08	39,424	92.25	7.75
May, . . . . .	35,232	88.96	11.04	39,595	92.65	7.35
June, . . . . .	35,753	90.27	9.73	40,232	94.14	5.86
July, . . . . .	36,344	91.76	8.24	40,193	94.05	5.95
August, . . . . .	36,888	93.14	6.86	40,563	94.91	5.09
September, . . . . .	37,584	94.89	5.11	40,878	95.65	4.35
October, . . . . .	38,463	97.11	2.89	41,496	97.09	2.91
November, . . . . .	39,096	98.71	1.29	42,272	98.91	1.09
December, . . . . .	39,606	100.00	—	42,738	100.00	—
<i>Metals and Metallic Goods.</i>						
January, . . . . .	24,204	87.86	12.14	27,398	91.29	8.71
February, . . . . .	24,622	89.38	10.62	27,531	91.73	8.27
March, . . . . .	25,249	91.65	8.35	27,930	93.06	6.94
April, . . . . .	25,209	91.51	8.49	28,051	93.47	6.53
May, . . . . .	25,503	92.58	7.42	27,663	92.17	7.83
June, . . . . .	25,640	93.07	6.93	28,105	93.65	6.35
July, . . . . .	25,031	90.86	9.14	27,870	92.86	7.14
August, . . . . .	25,657	93.14	6.86	28,415	94.68	5.32
September, . . . . .	26,641	96.71	3.29	28,956	96.48	3.52
October, . . . . .	27,233	98.86	1.14	29,562	98.50	1.50
November, . . . . .	27,548	100.00	—	29,880	99.56	0.44
December, . . . . .	27,358	99.31	0.69	30,012	100.00	—
<i>Paper.</i>						
January, . . . . .	12,765	97.37	2.63	13,174	96.34	3.66
February, . . . . .	12,833	97.89	2.11	13,214	96.64	3.36
March, . . . . .	12,827	97.84	2.16	13,258	96.96	3.04
April, . . . . .	12,883	98.27	1.73	13,261	96.98	3.02
May, . . . . .	12,901	98.41	1.59	13,405	98.03	1.97
June, . . . . .	12,955	98.82	1.18	13,473	98.53	1.47
July, . . . . .	12,598	96.09	3.91	13,137	96.07	3.93
August, . . . . .	12,625	96.30	3.70	13,272	97.06	2.94
September, . . . . .	12,849	98.01	1.99	13,438	98.27	1.73
October, . . . . .	13,011	99.24	0.76	13,516	98.84	1.16
November, . . . . .	12,995	99.12	0.88	13,507	98.78	1.22
December, . . . . .	13,110	100.00	—	13,674	100.00	—
<i>Woolen Goods.</i>						
January, . . . . .	25,957	98.04	1.96	25,510	99.45	0.55
February, . . . . .	26,043	98.36	1.64	25,652	100.00	—
March, . . . . .	26,405	99.73	0.27	25,571	99.68	0.32
April, . . . . .	26,305	99.35	0.65	25,377	98.93	1.07
May, . . . . .	26,477	100.00	—	25,401	99.02	0.98
June, . . . . .	26,204	98.97	1.03	25,457	99.24	0.76
July, . . . . .	25,169	95.06	4.94	25,322	98.71	1.29
August, . . . . .	25,636	96.82	3.18	25,202	98.25	1.75
September, . . . . .	25,410	95.97	4.03	24,718	96.36	3.64
October, . . . . .	25,310	95.59	4.41	24,605	95.92	4.08
November, . . . . .	25,579	96.61	3.39	24,702	96.30	3.70
December, . . . . .	25,445	96.10	3.90	24,998	97.45	2.55

e. WAGE-EARNERS EMPLOYED—BOTH SEXES. AGGREGATES,  
BY MONTHS. 1905, 1906—Concluded.

INDUSTRIES AND MONTHS.	1905			1906		
	Number of Persons Employed in Estab- lishments Con- sidered	PERCENTAGES OF —		Number of Persons Employed in Estab- lishments Con- sidered	PERCENTAGES OF —	
		Em- ployment	Unem- ployment		Em- ployment	Unem- ployment
<i>Worsted Goods.</i>						
January, . . . . .	20,573	92.76	7.24	21,942	95.28	4.72
February, . . . . .	20,761	93.61	6.39	22,594	98.12	1.88
March, . . . . .	21,292	96.01	3.99	22,768	98.87	1.13
April, . . . . .	21,312	96.10	3.90	22,994	99.85	0.15
May, . . . . .	21,078	95.04	4.96	23,028	100.00	—
June, . . . . .	20,851	94.02	5.98	22,724	98.68	1.32
July, . . . . .	20,663	93.17	6.83	22,235	96.56	3.44
August, . . . . .	21,065	94.98	5.02	22,257	96.65	3.35
September, . . . . .	21,646	97.60	2.40	22,228	96.53	3.47
October, . . . . .	22,178	100.00	—	22,405	97.29	2.71
November, . . . . .	21,998	99.19	0.81	22,833	99.15	0.85
December, . . . . .	21,417	96.57	3.43	22,416	97.34	2.66
<i>ALL INDUSTRIES.</i>						
January, . . . . .	461,337	93.98	6.02	503,191	96.37	3.63
February, . . . . .	467,342	95.21	4.79	505,177	96.75	3.25
March, . . . . .	472,535	96.26	3.74	509,203	97.52	2.48
April, . . . . .	473,710	96.50	3.50	508,475	97.38	2.62
May, . . . . .	474,149	96.59	3.41	507,037	97.10	2.90
June, . . . . .	471,201	95.99	4.01	504,205	96.56	3.44
July, . . . . .	469,206	95.58	4.42	500,120	95.78	4.22
August, . . . . .	475,381	96.84	3.16	502,772	96.29	3.71
September, . . . . .	483,331	98.46	1.54	507,959	97.28	2.72
October, . . . . .	484,868	98.78	1.22	515,242	98.67	1.33
November, . . . . .	488,956	99.61	0.39	522,124	99.99	0.01
December, . . . . .	490,879	100.00	—	522,163	100.00	—

f. WAGES PAID: BY INDUSTRIES.

1905, 1906.

Table XXVII.

[In this presentation, the figures given under "Total Amount Paid in Wages During the Year" represent the returns made by the same establishments in each industry for the years 1905 and 1906. The relative increases or decreases in 1906 as compared with 1905 are given with equivalent percentages. It should be borne in mind that these figures represent the sums paid to wage-earners only, and do not include the amounts paid to officers, clerks, or other salaried persons.]

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	TOTAL AMOUNT PAID IN WAGES DURING THE YEAR		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percent- ages
<b>All Industries.<sup>1</sup></b>	5,055	\$227,135,046	\$252,079,435	+\$24,944,389	+ 10.98
Agricultural implements, . . .	7	440,007	458,853	+ 18,846	+ 4.28
Arms and ammunition, . . .	12	1,873,025	1,875,408	+ 2,383	+ 0.13
Artisans' tools, . . . . .	83	2,217,077	2,804,441	+ 587,364	+ 26.49
Awnings, sails, tents, etc., . .	33	175,625	193,579	+ 17,954	+ 10.22
Bicycles, tricycles, etc., . . .	5	155,345	219,768	+ 64,423	+ 41.47
Boots and shoes, . . . . .	636	38,034,616	41,815,689	+ 3,781,174	+ 9.94
Boots and shoes (factory prod- uct), . . . . .	357	34,724,428	38,279,917	+ 3,555,489	+ 10.24
Soles, heels, and cut stock, . .	200	2,471,585	2,609,810	+ 138,225	+ 5.59

<sup>1</sup> See definition on page 318.



## f. WAGES PAID: BY INDUSTRIES. 1905, 1906 — Continued.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	TOTAL AMOUNT PAID IN WAGES DURING THE YEAR		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percent- ages
<i>Boots and shoes — Con.</i>					
Boot and shoe findings, . . .	58	\$563,104	\$619,799	+ \$56,695	+ 10.07
Stitching, heeling, etc., . . .	21	275,398	306,163	+ 30,765	+ 11.17
Boxes, barrels, kegs, etc., . .	129	2,200,661	2,368,697	+ 168,036	+ 7.64
Boxes (paper), . . .	75	1,145,056	1,285,064	+ 140,008	+ 12.23
Brick, tiles, and sewer pipe, . .	57	650,847	685,654	+ 34,807	+ 5.35
Brooms, brushes, and mops, . .	29	487,526	538,097	+ 50,571	+ 10.37
Building materials, . . .	72	1,007,378	1,105,390	+ 98,012	+ 9.73
Burial cases, caskets, coffins, etc.,	5	140,757	148,704	+ 7,947	+ 5.65
Buttons and dress trimmings, . .	12	174,271	173,614	— 657	— 0.38
<i>Carpetings, . . .</i>	13	2,368,190	2,515,589	+ 147,399	+ 6.22
<i>Carriages and wagons, . . .</i>	101	1,685,895	1,995,648	+ 309,753	+ 18.37
<i>Cement, kaolin, lime, and plaster,</i>	12	154,184	230,853	+ 76,669	+ 49.73
<i>Chemical preparations (com-</i>					
<i>pounded), . . .</i>	17	357,425	399,453	+ 42,028	+ 11.76
<i>Clocks and watches, . . .</i>	10	2,332,778	2,501,692	+ 168,914	+ 7.24
<i>Clothing, . . .</i>	269	6,134,314	6,878,200	+ 743,886	+ 12.13
<i>Cooking, lighting, and heating</i>					
<i>apparatus, . . .</i>	41	1,746,579	1,934,498	+ 187,919	+ 10.76
<i>Cordage and twine, . . .</i>	19	983,736	1,194,297	+ 210,561	+ 21.40
<i>Cotton goods, . . .</i>	169	35,097,153	39,492,044	+ 4,394,891	+ 12.52
Cotton goods (woven), . . .	124	30,240,592	34,129,250	+ 3,888,658	+ 12.86
Cotton yarn and thread, . . .	37	4,650,270	5,141,032	+ 490,762	+ 10.55
Cotton waste, . . .	8	206,291	221,762	+ 15,471	+ 7.50
<i>Crayons, pencils, crucibles, etc.,</i>	5	25,562	28,128	+ 2,566	+ 10.04
<i>Drugs and medicines, . . .</i>	36	424,014	476,520	+ 52,506	+ 12.38
<i>Dyestuffs, . . .</i>	8	69,644	47,367	— 22,277	— 31.99
<i>Earthen, plaster, and stone ware,</i>	10	104,276	109,896	+ 5,620	+ 5.39
<i>Electrical apparatus and appli-</i>					
<i>ances, . . .</i>	45	5,674,494	7,181,709	+ 1,507,215	+ 26.56
<i>Electroplating, . . .</i>	11	110,980	112,765	+ 1,785	+ 1.61
<i>Emery and sand paper and</i>					
<i>cloth, etc., . . .</i>	10	307,567	380,205	+ 72,638	+ 23.62
<i>Fancy articles, etc., . . .</i>	17	224,794	257,933	+ 33,139	+ 14.74
<i>Fertilizers, . . .</i>	6	190,124	200,918	+ 10,794	+ 5.68
<i>Fine arts and taxidermy, . . .</i>	3	20,850	22,200	+ 1,350	+ 6.47
<i>Fireworks and matches, . . .</i>	4	72,102	83,324	+ 11,222	+ 15.56
<i>Flax, hemp, and jute goods, . . .</i>	10	1,326,218	1,409,840	+ 83,622	+ 6.31
<i>Food preparations, . . .</i>	372	5,700,992	6,151,190	+ 450,198	+ 7.90
<i>Furniture, . . .</i>	172	4,264,048	4,837,176	+ 573,128	+ 13.44
<i>Glass, . . .</i>	15	184,827	236,578	+ 51,751	+ 28.00
<i>Glue, isinglass, and starch, . . .</i>	21	232,186	270,523	+ 38,337	+ 16.51
<i>Hair work (animal and human),</i>	4	48,117	57,066	+ 8,949	+ 18.60
<i>Hose and belting: rubber, linen,</i>					
<i>etc., . . .</i>	6	34,093	42,147	+ 8,054	+ 23.62
<i>Hosiery and knit goods, . . .</i>	36	2,957,132	3,243,294	+ 286,162	+ 9.68
<i>Ink, mucilage, and paste, . . .</i>	8	66,810	74,215	+ 7,405	+ 11.08
<i>Ivory, bone, shell, and horn</i>					
<i>goods, etc., . . .</i>	34	1,173,506	1,339,568	+ 166,062	+ 14.15
<i>Jewelry, . . .</i>	111	3,306,840	4,176,230	+ 869,390	+ 26.29
<i>Leather, . . .</i>	110	4,228,230	4,631,635	+ 403,405	+ 9.54
<i>Leather goods, . . .</i>	35	850,681	979,658	+ 128,977	+ 15.16
<i>Liquors (bottled) and carbon-</i>					
<i>ated beverages, . . .</i>	25	135,806	148,551	+ 12,745	+ 9.38
<i>Liquors (malt), . . .</i>	38	1,433,142	1,488,421	+ 55,279	+ 3.86
<i>Liquors (distilled), . . .</i>	7	27,644	28,098	+ 454	+ 1.64
<i>Lumber, . . .</i>	28	431,639	446,036	+ 14,397	+ 3.34
<i>Machines and machinery, . . .</i>	381	21,137,230	23,950,700	+ 2,813,470	+ 13.31
<i>Metals and metallic goods, . . .</i>	435	14,497,583	16,246,101	+ 1,748,518	+ 12.06
<i>Models, lasts, and patterns, . . .</i>	48	626,465	670,469	+ 44,004	+ 7.02
<i>Musical instruments and ma-</i>					
<i>terials, . . .</i>	53	2,651,090	2,831,439	+ 180,349	+ 6.80

## f. WAGES PAID: BY INDUSTRIES. 1905, 1906—Concluded.

INDUSTRIES.	Number of Establishments Considered	TOTAL AMOUNT PAID IN WAGES DURING THE YEAR		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
Oils and illuminating fluids, .	10	\$111,199	\$117,877	+ \$6,678	+ 6.01
Paints, colors, and crude chemicals, . . . . .	30	223,531	264,954	+ 41,423	+ 18.53
Paper, . . . . .	87	6,062,849	6,392,865	+ 330,016	+ 5.44
Paper goods, . . . . .	44	1,884,105	2,146,777	+ 262,672	+ 13.94
Photographs and photographic materials, . . . . .	15	106,651	116,158	+ 9,507	+ 8.91
Polishes and dressing, . . . . .	41	209,246	248,352	+ 39,106	+ 18.69
Printing, publishing, and book-binding, . . . . .	74	3,335,489	3,508,884	+ 173,395	+ 5.20
Print works, dye works, and bleacheries, . . . . .	43	3,143,876	3,266,272	+ 122,396	+ 3.89
Railroad construction and equipment, . . . . .	18	2,550,756	3,107,642	+ 556,886	+ 21.83
Rubber and elastic goods, . . . . .	48	6,315,228	6,482,472	+ 167,244	+ 2.65
Saddlery and harness, . . . . .	20	210,628	231,037	+ 20,409	+ 9.69
Scientific instruments and appliances, . . . . .	17	267,691	303,503	+ 35,812	+ 13.38
Shipbuilding, . . . . .	34	427,999	404,246	— 23,753	— 5.55
Silk and silk goods, . . . . .	13	1,199,518	1,229,180	+ 29,662	+ 2.47
Sporting and athletic goods, . . . . .	18	570,149	654,716	+ 84,567	+ 14.83
Stones, . . . . .	175	2,971,553	3,328,130	+ 356,577	+ 12.00
Quarried, . . . . .	38	1,424,596	1,707,661	+ 283,065	+ 19.87
Cut and monumental, . . . . .	137	1,546,962	1,620,469	+ 73,507	+ 4.75
Straw and palm leaf goods, . . . . .	21	1,372,316	1,539,825	+ 167,509	+ 12.21
Tallow, candles, soap, and grease, . . . . .	47	517,235	526,528	+ 9,293	+ 1.80
Tobacco, snuff, and cigars, . . . . .	97	2,171,921	2,382,082	+ 210,161	+ 9.68
Toys and games (children's), . . . . .	9	331,419	379,185	+ 47,766	+ 14.41
Trunks and valises, . . . . .	10	94,698	103,443	+ 8,745	+ 9.23
Whips, lashes, and stocks, . . . . .	16	389,007	410,652	+ 21,645	+ 5.56
Wooden goods, . . . . .	68	698,810	762,416	+ 63,606	+ 9.10
Woolen goods, . . . . .	145	11,167,212	11,275,391	+ 108,179	+ 0.97
Woven goods and yarn, . . . . .	125	10,809,774	10,939,550	+ 129,776	+ 1.20
Shoddy, waste, etc., . . . . .	20	357,438	335,841	— 21,597	— 6.04
Worsted goods, . . . . .	45	8,700,925	9,921,716	+ 1,220,791	+ 14.03

## g. AVERAGE YEARLY EARNINGS: BY INDUSTRIES.

1905, 1906.

Table XXVIII.

[In this presentation, the figures for average yearly earnings have been obtained by dividing the total amount paid in wages, pages 373 to 375, by the average number of persons employed during the year, as derived from the table on pages 365 and 366. It should be borne in mind that *these sums were paid to wage-earners only*, and do not include the amounts paid to officers, clerks, or other salaried persons.]

INDUSTRIES.	Number of Establishments Considered	AVERAGE YEARLY EARNINGS		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percentages
<b>All Industries.<sup>1</sup></b>	5,055	\$477.07	\$494.96	+ \$17.89	+ 3.75
Agricultural implements, . . . . .	7	564.11	567.19	+ 3.08	+ 0.55
Arms and ammunition, . . . . .	12	572.27	614.69	+ 42.42	+ 7.41
Artisans' tools, . . . . .	83	563.42	593.03	+ 29.61	+ 5.26
Awnings, sails, tents, etc., . . . . .	33	564.71	557.86	— 6.85	— 1.21

<sup>1</sup> See definition on page 318.

## g. AVERAGE YEARLY EARNINGS: BY INDUSTRIES. 1905, 1906

— Continued.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	AVERAGE YEARLY EARNINGS		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percent- ages
Bicycles, tricycles, etc., . . . . .	5	\$604.46	\$638.86	+\$34.40	+5.69
Boots and shoes, . . . . .	636	539.52	548.25	+8.73	+1.62
Boots and shoes (factory prod- uct), . . . . .	357	556.18	563.31	+7.13	+1.28
Soles, heels, and cut stock, . . . . .	200	413.65	423.26	+9.61	+2.32
Boot and shoe findings, . . . . .	58	403.66	424.23	+20.57	+5.10
Stitching, heelings, etc., . . . . .	21	397.40	444.36	+46.96	+11.82
Boxes, barrels, kegs, etc., . . . . .	129	474.38	489.20	+14.82	+3.12
Boxes (paper), . . . . .	75	374.94	383.03	+8.09	+2.16
Brick, tiles, and sewer pipe, . . . . .	57	469.93	485.25	+15.32	+3.26
Brooms, brushes, and mops, . . . . .	29	328.52	338.21	+9.69	+2.95
Building materials, . . . . .	72	634.77	680.24	+45.47	+7.16
Burial cases, caskets, coffins, etc., . . . . .	5	620.07	632.78	+12.71	+2.05
Buttons and dress trimmings, . . . . .	12	386.41	370.18	—16.23	—4.20
Carpetings, . . . . .	13	434.85	446.58	+11.73	+2.70
Carriages and wagons, . . . . .	101	592.79	629.54	+36.75	+6.20
Cement, kaolin, lime, and plaster, Chemical preparations (com- pounded), . . . . .	12	498.98	519.94	+20.96	+4.20
Clocks and watches, . . . . .	17	582.13	635.06	+52.93	+9.09
Clothing, . . . . .	10	553.71	572.60	+18.89	+3.41
Cooking, lighting, and heating ap- paratus, . . . . .	269	400.18	420.50	+20.32	+5.08
Cordage and twine, . . . . .	41	661.08	649.16	—11.92	—1.80
Cotton goods, . . . . .	19	345.05	391.70	+46.65	+13.52
Cotton goods (woven), . . . . .	169	366.82	398.65	+31.73	+8.65
Cotton yarn and thread, . . . . .	124	368.86	400.23	+31.37	+8.50
Cotton waste, . . . . .	37	352.93	387.18	+34.25	+9.70
Crayons, pencils, crucibles, etc., . . . . .	8	397.48	412.96	+15.48	+3.89
Drugs and medicines, . . . . .	5	464.76	476.75	+11.99	+2.58
Dyestuffs, . . . . .	36	417.34	420.21	+2.87	+0.69
Earthen, plaster, and stone ware, . . . . .	8	515.88	478.45	—37.43	—7.26
Electrical apparatus and appliances, . . . . .	10	624.41	597.26	—27.15	—4.35
Electroplating, . . . . .	45	576.73	548.60	—28.13	—4.88
Emery and sand paper and cloth, etc., . . . . .	11	620.00	626.47	+6.47	+1.04
Fancy articles, etc., . . . . .	10	599.55	640.08	+40.53	+6.76
Fertilizers, . . . . .	17	412.47	460.59	+48.12	+11.67
Fine arts and taxidermy, . . . . .	6	535.56	592.68	+57.12	+10.67
Fireworks and matches, . . . . .	3	595.71	555.00	—40.71	—6.83
Flax, hemp, and jute goods, . . . . .	4	462.19	447.98	—14.21	—3.07
Food preparations, . . . . .	10	353.09	367.53	+14.44	+4.09
Furniture, . . . . .	372	449.00	451.60	+2.60	+0.58
Glass, . . . . .	172	485.43	510.90	+25.47	+5.25
Glue, isinglass, and starch, . . . . .	15	543.61	625.87	+82.26	+15.13
Hair work (animal and human), . . . . .	21	488.81	484.81	—4.00	—0.82
Hose and belting: rubber, linen, etc., . . . . .	4	404.34	479.55	+75.21	+18.60
Hosiery and knit goods, . . . . .	6	454.57	484.45	+29.88	+6.57
Ink, mucilage, and paste, . . . . .	36	361.82	375.21	+13.39	+3.70
Ivory, bone, shell, and horn goods, etc., . . . . .	8	420.19	466.76	+46.57	+11.08
Jewelry, . . . . .	34	433.03	460.17	+27.14	+6.27
Leather, . . . . .	111	544.87	577.31	+32.44	+5.95
Leather goods, . . . . .	110	507.04	499.15	—7.89	—1.56
Liquors (bottled) and carbonated beverages, . . . . .	35	467.41	484.26	+16.85	+3.60
Liquors (malt), . . . . .	25	580.37	582.55	+2.18	+0.38
Liquors (distilled), . . . . .	38	891.81	900.98	+9.17	+1.03
Lumber, . . . . .	7	727.47	720.46	—7.01	—0.96
	28	556.95	577.02	+20.07	+3.60

*g.* AVERAGE YEARLY EARNINGS: BY INDUSTRIES. 1905, 1906  
— Concluded.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	AVERAGE YEARLY EARNINGS		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Amounts	Percent- ages
Machines and machinery, . . .	381	\$578.03	\$592.24	+ \$14.21	+ 2.46
Metals and metallic goods, . . .	435	561.07	570.36	+ 9.29	+ 1.66
Models, lasts, and patterns, . . .	48	778.22	810.72	+ 32.50	+ 4.18
Musical instruments and materials, . . .	53	612.54	621.20	+ 8.66	+ 1.41
Oils and illuminating fluids, . . .	10	601.08	550.83	— 50.25	— 8.36
Paints, colors, and crude chemicals, . . .	30	570.23	583.60	+ 13.37	+ 2.34
Paper, . . . . .	87	471.12	478.36	+ 7.24	+ 1.54
Paper goods, . . . . .	44	426.94	434.48	+ 7.54	+ 1.77
Photographs and photographic materials, . . . . .	15	507.86	577.90	+ 70.04	+ 13.79
Polishes and dressing, . . . . .	41	486.62	522.85	+ 36.23	+ 7.45
Printing, publishing, and book-binding, . . . . .	74	561.06	565.22	+ 4.16	+ 0.74
Print works, dye works, and bleacheries, . . . . .	43	441.80	437.54	— 4.26	— 0.96
Railroad construction and equipment, . . . . .	18	579.06	521.77	— 57.29	— 9.89
Rubber and elastic goods, . . . . .	48	470.41	484.20	+ 13.79	+ 2.93
Saddlery and harness, . . . . .	20	501.50	483.34	— 18.16	— 3.62
Scientific instruments and appliances, . . . . .	17	491.18	516.16	+ 24.98	+ 5.09
Shipbuilding, . . . . .	34	648.48	705.49	+ 57.01	+ 8.79
Silk and silk goods, . . . . .	13	383.48	390.71	+ 7.23	+ 1.89
Sporting and athletic goods, . . . . .	18	460.91	450.29	— 10.62	— 2.30
Stone, . . . . .	175	619.46	653.09	+ 33.63	+ 5.43
Quarried, . . . . .	38	565.76	604.05	+ 38.29	+ 6.77
Cut and monumental, . . . . .	137	678.79	714.18	+ 35.39	+ 5.21
Straw and palm leaf goods, . . . . .	21	467.89	520.92	+ 53.03	+ 11.33
Tallow, candles, soap, and grease, . . . . .	47	533.78	534.00	+ 0.22	+ 0.04
Tobacco, snuff, and cigars, . . . . .	97	677.03	677.11	+ 0.08	+ 0.01
Toys and games (children's), . . . . .	9	396.91	409.93	+ 13.02	+ 3.28
Trunks and valises, . . . . .	10	442.51	483.38	+ 40.87	+ 9.24
Whips, lashes, and stocks, . . . . .	16	473.82	470.39	— 3.43	— 0.72
Wooden goods, . . . . .	68	511.57	529.82	+ 18.25	+ 3.57
Woolen goods, . . . . .	145	432.32	447.10	+ 14.78	+ 3.42
Woven goods and yarn, . . . . .	125	430.26	445.42	+ 15.16	+ 3.52
Shoddy, waste, etc., . . . . .	20	505.57	509.62	+ 4.05	+ 0.80
Worsted goods, . . . . .	45	409.69	440.10	+ 30.41	+ 7.42



## h. CLASSIFIED WEEKLY WAGES: BY SELECTED INDUSTRIES.

1905, 1906.

Table XXIX.

[In this presentation is shown for the nine leading industries and for All Industries, for 1905 and 1906, a classification, by sex, of the weekly wages, ranging from under \$3 per week to \$20 and over. The returns were made by manufacturers to cover the week during which the largest number of persons was employed. It should be borne in mind that *these figures represent payments made to wage-earners only*; officers, clerks, or other salaried persons are not included. Considerations of space have led to the curtailment of this presentation to the nine leading industries, but the figures for 1905 and 1906 for any industry desired may be obtained upon application to this Department.]

INDUSTRIES AND CLASSIFICATION OF WEEKLY WAGES.	1905				1906			
	ADULTS (21 YEARS OF AGE AND OVER)		Young Persons (under 21 Years of Age)	Both Sexes	ADULTS (21 YEARS OF AGE AND OVER)		Young Persons (under 21 Years of Age)	Both Sexes
	Males	Females			Males	Females		
<i>Boots and Shoes.</i>	49,323	23,248	7,522	80,093	52,169	24,410	9,050	85,629
Under \$3, . . . . .	449	654	531	1,634	444	570	441	1,455
\$3 but under \$5, . . . . .	943	1,855	1,943	4,741	950	1,651	1,840	4,441
\$5 but under \$6, . . . . .	1,054	1,895	1,530	4,479	1,092	2,009	1,689	4,790
\$6 but under \$7, . . . . .	1,878	2,498	1,299	5,675	1,867	2,631	1,623	6,121
\$7 but under \$8, . . . . .	2,559	2,882	871	6,312	2,357	3,022	1,285	6,664
\$8 but under \$9, . . . . .	2,961	2,572	526	6,059	2,810	2,601	804	6,215
\$9 but under \$10, . . . . .	4,553	2,976	383	7,912	4,325	2,993	735	8,053
\$10 but under \$12, . . . . .	6,794	3,383	262	10,439	7,205	3,946	352	11,503
\$12 but under \$15, . . . . .	10,848	2,981	124	13,953	11,335	3,238	189	14,762
\$15 but under \$20, . . . . .	11,617	1,438	51	13,106	13,393	1,596	83	15,072
\$20 and over, . . . . .	5,667	114	2	5,783	6,391	153	9	6,553
<i>Carpetings.</i>	2,320	2,122	1,224	5,666	2,669	2,135	1,091	5,895
Under \$3, . . . . .	10	94	81	185	-	61	34	95
\$3 but under \$5, . . . . .	30	130	492	652	152	141	326	619
\$5 but under \$6, . . . . .	67	304	347	718	60	286	333	679
\$6 but under \$7, . . . . .	263	278	132	673	212	301	148	661
\$7 but under \$8, . . . . .	217	226	75	518	334	279	74	687
\$8 but under \$9, . . . . .	342	365	46	753	293	356	87	736
\$9 but under \$10, . . . . .	298	273	30	601	372	292	50	714
\$10 but under \$12, . . . . .	370	377	15	762	411	346	27	784
\$12 but under \$15, . . . . .	353	74	3	430	415	70	8	493
\$15 but under \$20, . . . . .	299	1	3	303	316	3	4	323
\$20 and over, . . . . .	71	-	-	71	104	-	-	104
<i>Cotton Goods.</i>	46,377	37,007	18,766	102,150	47,121	37,134	18,784	103,039
Under \$3, . . . . .	723	810	762	2,295	456	485	448	1,389
\$3 but under \$5, . . . . .	2,053	3,560	6,411	12,024	1,269	2,529	4,928	8,726
\$5 but under \$6, . . . . .	3,569	5,227	4,786	13,582	2,230	4,081	4,726	11,037
\$6 but under \$7, . . . . .	6,683	7,844	4,038	18,565	5,552	6,627	4,209	16,388
\$7 but under \$8, . . . . .	7,877	7,518	1,623	17,018	7,619	6,949	2,429	16,997
\$8 but under \$9, . . . . .	5,656	5,902	684	12,142	6,570	6,966	1,147	14,683
\$9 but under \$10, . . . . .	5,384	3,535	303	9,222	5,770	4,742	518	11,030
\$10 but under \$12, . . . . .	6,912	2,440	142	9,494	8,502	4,102	342	12,946
\$12 but under \$15, . . . . .	4,684	229	17	4,930	5,964	624	30	6,618
\$15 but under \$20, . . . . .	1,942	42	-	1,984	2,206	29	7	2,242
\$20 and over, . . . . .	894	-	-	894	983	-	-	983
<i>Leather.</i>	9,275	86	395	9,756	10,336	162	421	10,919
Under \$3, . . . . .	71	-	18	89	111	2	16	129
\$3 but under \$5, . . . . .	146	13	66	225	179	22	41	242
\$5 but under \$6, . . . . .	211	19	73	303	155	31	62	248

### h. CLASSIFIED WEEKLY WAGES: BY SELECTED INDUSTRIES. 1905, 1906—Continued.

INDUSTRIES AND CLASSIFICATION OF WEEKLY WAGES.	1905				1906			
	ADULTS (21 YEARS OF AGE AND OVER)		Young Persons (under 21 Years of Age)	Both Sexes	ADULTS (21 YEARS OF AGE AND OVER)		Young Persons (under 21 Years of Age)	Both Sexes
	Males	Females			Males	Females		
<i>Leather — Con.</i>								
\$6 but under \$7, . . .	528	18	86	632	411	38	104	553
\$7 but under \$8, . . .	733	22	58	813	1,001	42	70	1,113
\$8 but under \$9, . . .	891	5	31	927	1,036	13	25	1,074
\$9 but under \$10, . . .	1,632	4	35	1,671	1,722	6	58	1,786
\$10 but under \$12, . . .	2,289	4	15	2,308	2,620	6	24	2,650
\$12 but under \$15, . . .	1,607	1	10	1,618	1,745	2	16	1,763
\$15 but under \$20, . . .	951	—	2	953	1,085	—	3	1,088
\$20 and over, . . .	216	—	1	217	271	—	2	273
<i>Machines and Machinery.</i>								
	39,547	482	2,684	42,713	40,708	554	3,348	44,610
Under \$3, . . .	246	12	134	392	167	3	92	262
\$3 but under \$5, . . .	778	132	854	1,764	544	143	884	1,571
\$5 but under \$6, . . .	810	60	547	1,417	627	90	657	1,374
\$6 but under \$7, . . .	1,354	83	409	1,846	1,326	86	588	2,000
\$7 but under \$8, . . .	2,203	69	319	2,591	2,124	68	504	2,696
\$8 but under \$9, . . .	3,837	50	185	4,072	4,140	67	234	4,441
\$9 but under \$10, . . .	4,666	31	133	4,830	5,381	47	188	5,616
\$10 but under \$12, . . .	6,572	20	77	6,669	6,677	23	121	6,821
\$12 but under \$15, . . .	8,445	20	20	8,485	8,558	19	62	8,639
\$15 but under \$20, . . .	8,383	5	6	8,394	8,774	7	18	8,799
\$20 and over, . . .	2,253	—	—	2,253	2,390	1	—	2,391
<i>Metals and Metallic Goods.</i>								
	24,057	1,968	3,499	29,524	26,223	2,130	3,757	32,110
Under \$3, . . .	134	84	169	387	93	52	118	263
\$3 but under \$5, . . .	316	243	854	1,413	242	260	871	1,373
\$5 but under \$6, . . .	290	330	823	1,443	285	479	758	1,522
\$6 but under \$7, . . .	639	558	643	1,840	676	550	831	2,057
\$7 but under \$8, . . .	1,607	321	451	2,379	1,524	285	500	2,309
\$8 but under \$9, . . .	1,867	177	195	2,239	2,125	166	261	2,552
\$9 but under \$10, . . .	2,878	117	160	3,155	3,276	170	199	3,645
\$10 but under \$12, . . .	4,125	103	141	4,369	4,545	124	126	4,795
\$12 but under \$15, . . .	4,993	23	47	5,063	5,456	28	55	5,539
\$15 but under \$20, . . .	5,640	6	16	5,662	6,257	12	38	6,307
\$20 and over, . . .	1,568	6	—	1,574	1,744	4	—	1,748
<i>Paper.</i>								
	8,200	4,339	1,158	13,697	8,470	4,440	1,262	14,172
Under \$3, . . .	34	98	32	164	72	60	23	155
\$3 but under \$5, . . .	79	445	178	702	71	268	126	465
\$5 but under \$6, . . .	55	665	214	934	55	902	286	1,243
\$6 but under \$7, . . .	138	1,877	424	2,439	118	1,622	393	2,133
\$7 but under \$8, . . .	554	634	99	1,287	383	899	217	1,499
\$8 but under \$9, . . .	674	332	91	1,097	719	358	88	1,165
\$9 but under \$10, . . .	2,464	122	68	2,654	2,453	159	64	2,676
\$10 but under \$12, . . .	1,563	63	46	1,672	1,764	63	56	1,883
\$12 but under \$15, . . .	1,272	57	6	1,335	1,404	63	9	1,476
\$15 but under \$20, . . .	1,054	46	—	1,100	1,087	46	—	1,133
\$20 and over, . . .	313	—	—	313	344	—	—	344
<i>Woolen Goods.</i>								
	17,005	7,815	3,696	28,516	16,563	7,702	3,344	27,609
Under \$3, . . .	142	111	85	338	164	73	71	308
\$3 but under \$5, . . .	365	650	1,069	2,084	325	533	663	1,521
\$5 but under \$6, . . .	462	877	1,117	2,456	460	712	843	2,015
\$6 but under \$7, . . .	1,630	1,495	740	3,865	1,122	1,084	761	2,967
\$7 but under \$8, . . .	3,250	1,452	383	5,085	2,651	1,444	542	4,637
\$8 but under \$9, . . .	2,236	1,217	168	3,621	2,463	1,283	262	4,008
\$9 but under \$10, . . .	2,607	882	73	3,562	2,520	1,068	102	3,690
\$10 but under \$12, . . .	2,748	880	48	3,676	2,980	1,033	68	4,081
\$12 but under \$15, . . .	2,385	229	13	2,627	2,381	382	29	2,792
\$15 but under \$20, . . .	844	21	—	865	1,089	79	3	1,171
\$20 and over, . . .	336	1	—	337	408	11	—	419

### h. CLASSIFIED WEEKLY WAGES: BY SELECTED INDUSTRIES. 1905, 1906 — Concluded.

INDUSTRIES AND CLASSIFICATION OF WEEKLY WAGES.	1905				1906			
	ADULTS (21 YEARS OF AGE AND OVER)		Young Persons (under 21 Years of Age)	Both Sexes	ADULTS (21 YEARS OF AGE AND OVER)		Young Persons (under 21 Years of Age)	Both Sexes
	Males	Females			Males	Females		
<i>Worsted Goods.</i>	10,080	7,162	5,606	22,848	11,037	7,937	5,590	24,564
Under \$3. . . . .	7	27	55	89	6	30	39	75
\$3 but under \$5. . . . .	181	514	1,765	2,460	101	136	947	1,184
\$5 but under \$6. . . . .	488	1,087	1,503	3,078	552	984	1,835	3,371
\$6 but under \$7. . . . .	711	1,780	1,462	3,953	1,066	2,466	1,507	5,039
\$7 but under \$8. . . . .	1,458	1,199	433	3,090	1,111	1,348	731	3,190
\$8 but under \$9. . . . .	1,157	920	168	2,245	1,465	948	268	2,681
\$9 but under \$10. . . . .	1,132	603	105	1,840	1,459	752	136	2,347
\$10 but under \$12. . . . .	1,848	731	95	2,674	1,507	736	79	2,322
\$12 but under \$15. . . . .	2,090	237	20	2,347	2,180	450	46	2,676
\$15 but under \$20. . . . .	818	63	—	881	1,312	81	2	1,395
\$20 and over, . . . . .	190	1	—	191	278	6	—	284
<b>ALL INDUSTRIES.<sup>1</sup></b>	<b>329,686</b>	<b>133,514</b>	<b>71,826</b>	<b>535,026</b>	<b>347,743</b>	<b>137,867</b>	<b>78,914</b>	<b>564,524</b>
Under \$3. . . . .	2,202	2,910	3,239	8,351	1,886	2,353	2,561	6,800
\$3 but under \$5. . . . .	6,383	13,163	22,991	42,537	5,203	10,402	20,404	36,009
\$5 but under \$6. . . . .	9,036	17,445	16,824	43,305	7,370	16,211	18,249	41,830
\$6 but under \$7. . . . .	18,034	24,889	13,493	56,416	16,305	24,562	15,499	56,366
\$7 but under \$8. . . . .	28,163	22,316	7,209	57,688	26,183	22,679	9,923	58,785
\$8 but under \$9. . . . .	29,097	18,268	3,645	51,010	31,175	20,229	5,607	57,011
\$9 but under \$10. . . . .	42,062	14,228	2,503	58,793	44,908	16,369	3,517	64,794
\$10 but under \$12. . . . .	53,226	12,061	1,301	66,588	58,621	14,893	2,073	75,587
\$12 but under \$15. . . . .	63,183	5,729	491	69,403	69,202	7,067	835	77,104
\$15 but under \$20. . . . .	57,854	2,244	122	60,220	63,575	2,672	220	66,467
\$20 and over, . . . . .	20,446	261	8	20,715	23,315	430	26	23,771

<sup>1</sup> See definition on page 318.

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IV.

WORKING TIME (DAYS IN  
OPERATION) AND PROPORTION OF  
BUSINESS DONE.

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# IV.

## WORKING TIME (DAYS IN OPERATION) AND PROPORTION OF BUSINESS DONE.

The presentation on pages 387 and 388 covers the subject of number of days in operation and proportion of business done. In computing average proportion of business done, maximum production, or the full productive capacity of the establishments with the facilities existing in 1905 and 1906, respectively, was considered 100 per cent. The data for the nine leading industries, as taken from the last two columns of the presentation, are given in the following table:

Table XXX.

INDUSTRIES.	Number of Establishments Considered	AVERAGE PROPORTION OF BUSINESS DONE		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Proportion	Percentages
<i>Boots and shoes (aggregate), . . .</i>	636	73.71	75.36	+1.65	+2.24
Factory product, . . .	357	74.12	76.46	+2.34	+3.16
Soles, heels, and cut stock, . . .	200	75.21	75.70	+0.49	+0.65
Findings, . . .	58	67.64	68.95	+1.31	+1.94
Stitching, heeling, etc., . . .	21	69.43	71.33	+1.90	+2.74
Carpetings, . . .	13	78.23	79.69	+1.46	+1.87
<i>Cotton goods (aggregate), . . .</i>	169	86.41	89.43	+3.02	+0.49
Woven goods, . . .	124	88.15	91.86	+3.71	+4.21
Yarn and thread, . . .	37	83.24	84.24	+1.00	+1.20
Waste, . . .	8	70.88	70.50	—0.38	—0.54
Leather, . . .	110	72.10	73.72	+1.62	+2.25
Machines and machinery, . . .	381	71.06	75.10	+4.04	+5.69
Metals and metallic goods, . . .	435	71.89	74.83	+2.94	+4.09
Paper, . . .	87	88.29	90.95	+2.66	+3.01
<i>Woolen goods (aggregate), . . .</i>	145	86.28	83.94	—2.34	—2.71
Woven goods and yarn, . . .	125	86.58	85.03	—1.55	—1.79
Shoddy, waste, etc., . . .	20	84.40	77.15	—7.25	—8.59
Worsted goods, . . .	45	87.68	88.70	+1.02	+1.16
Nine industries, . . .	2,021	75.62	77.84	+2.22	+2.94
Other industries, . . .	3,034	68.77	71.13	+2.36	+3.43
All industries, . . .	5,055	71.49	73.80	+2.31	+3.23

The average proportion of business done in the 5,055 establishments in All Industries reached 71.49 per cent in 1905 and 73.80 in 1906, an increase in the latter year of 3.23 per cent. The industry nearest approaching full capacity in 1906 was that of Paper, the establishments having been run to 90.95 per cent of their facilities. Closely following this, among the nine

leading industries, is Cotton Goods in which in 1906 a proportion of 89.43 per cent is shown, as against 86.41 per cent in 1905. Next in order are Worsted Goods and Woolen Goods, the mills of the former industry being operated to 88.70 per cent of their capacity, while a proportion in the latter industry of 83.94 per cent appears. Boots and Shoes and Machines and Machinery exhibit percentages of 75.36 and 75.10 respectively, or slightly more than three-quarters of their full capacity. Carpeting exhibits an average proportion of business done in 1906 of 79.69 per cent and Leather a proportion of 73.72 per cent.

With the single exception of Woolen Goods, in which a slight decrease appears, all of the nine leading industries show increased proportion of business done in 1906 as compared with 1905. This is true also of nearly all of the 79 classified industries as shown in the presentation on pages 387 and 388.

In the aggregate, the nine leading industries exhibit a proportion of business done of 77.84 per cent in 1906 as against 75.62 per cent in 1905, a gain of 2.94 per cent in the later year. Other industries exhibit increase also, the proportion rising from 68.77 per cent in the aggregate in 1905 to 71.13 per cent in 1906.

The second and third columns of the presentation on pages 387 and 388 relate to number of days in operation. The average number of days in operation is based upon persons employed, the number of days reported by each establishment being multiplied by the average number of persons employed therein, and the sum of these multiplications for all the establishments divided by the aggregate average number of persons, an average for each industry and for All Industries being thus obtained. The number of working days in 1905, omitting 53 Sundays and seven holidays, was 305, while for 1906, there being one less Sunday, the number of working days was 306.

The returns for the nine leading industries appear as follows:

Table XXXI.

INDUSTRIES.	Number of Establishments Considered	AVERAGE NUMBER OF DAYS IN OPERATION		INCREASE (+) OR DECREASE (—) IN 1906	
		1905	1906	Days	Percentages
<i>Boots and shoes (aggregate), . . .</i>	636	294.01	293.90	—0.11	—0.04
Factory product, . . .	357	293.41	293.32	—0.09	—0.03
Soles, heels, and cut stock, . . .	200	298.15	297.93	—0.22	—0.07
Findings, . . .	58	299.84	301.59	+1.75	+0.58
Stitching, heeling, etc., . . .	21	300.68	299.24	—1.44	—0.48
<i>Carpetings, . . .</i>	13	300.71	301.09	+0.38	+0.13
<i>Cotton goods (aggregate), . . .</i>	169	294.95	303.56	+8.61	+2.92
Woven goods, . . .	124	293.68	303.45	+9.77	+3.33
Yarn and thread, . . .	37	302.49	304.18	+1.69	+0.56
Waste, . . .	8	303.78	305.28	+1.50	+0.49
<i>Leather, . . .</i>	110	299.28	299.59	+0.31	+0.10
<i>Machines and machinery, . . .</i>	381	298.36	299.54	+1.18	+0.40
<i>Metals and metallic goods, . . .</i>	435	296.95	300.36	+3.41	+1.15
<i>Paper, . . .</i>	87	291.47	296.18	+4.71	+1.62
<i>Woolen goods (aggregate), . . .</i>	145	296.84	294.53	—2.31	—0.78
Woven goods and yarn, . . .	125	296.85	294.56	—2.29	—0.77
Shoddy, waste, etc., . . .	20	296.44	293.32	—3.12	—1.05
<i>Worsted goods, . . .</i>	45	303.45	302.81	—0.64	—0.21
<i>Nine industries, . . .</i>	2,021	296.15	299.24	+3.09	+1.04
<i>Other industries, . . .</i>	3,034	293.45	294.45	+1.00	+0.34
<i>All industries, . . .</i>	5,055	295.16	297.46	+2.30	+0.78

For All Industries, the average number of days in operation in 1905, as shown by the final line of the table, was 295.16, and for 1906, 297.46, an increase of 2.30 days, or 0.78 per cent.

The cotton goods industry exhibits the least loss of time in 1906, the number of days in operation averaging 303.56 per establishment as against 294.95 in 1905, an increase of 8.61 days, or 2.92 per cent. Besides Cotton Goods, three other of the nine leading industries, in 1906, exhibit running time of over 300 days. They are, Carpetings, in which average number of days in operation of 301.09 appears, Metals and Metallic Goods with an average of 300.36, and Worsted Goods in which the running time was 302.81 days. As compared with the previous year, three of the nine leading industries show slight decreases, Boots and Shoes, Woolen Goods, and Worsted Goods, the percentages of decrease being 0.04, 0.78, and 0.21, respectively. All other of the nine leading industries exhibit increase in running time in 1906 as compared with 1905.

For the nine leading industries in the aggregate, the increase in running time for the year amounted to 3.09 days, or 1.04 per cent. For other industries in the aggregate an increase of 0.34 per cent is shown.



The possible working time as compared with the actual running time for the years 1905 and 1906 is brought out in the following table:

Table XXXII.

CLASSIFICATION OF YEARLY WORKING TIME.	Number of Establishments Considered	NUMBER OF DAYS	
		1905	1906
Possible working time, . . . . .	5,055	145,212,025	155,842,128
Actual running time, . . . . .	5,055	140,533,924	151,501,800
Lost time, . . . . .	5,055	4,678,101	4,340,328
Percentage of actual running time of possible working time, . . . . .	5,055	96.78	97.21

As has been stated, the average number of persons employed in the 5,055 establishments in 1906 was 509,288, and as there were 306 working days in that year, the possible working time for all employees in 1906 would be 155,842,128 days. The actual running time as aggregated from 5,055 establishments, on the basis of persons employed, however, amounted to 151,501,800 days. There were, therefore, 4,340,328 days of lost time distributed among 509,288 persons, or slightly more than eight days for each employee. It is evident that conditions were better in 1906 than in 1905, the lost time for that year amounting to 4,678,101 days for an average of 476,105 persons, or a loss of 9.83 days for each employee.

The percentage of actual running time of the possible working time for the year was 96.78 in 1905 and 97.21 in 1906.

The industries in detail for proportion of business done and days in operation are shown in the presentation which follows:

DAYS IN OPERATION AND PROPORTION OF BUSINESS DONE:  
BY INDUSTRIES.

1905, 1906.

Table XXXIII.

[The figures given for days in operation, in the second and third columns of this table, represent the working time per establishment, in the several industries, based upon the average number of persons employed. The figures for proportion of business done, shown in the last two columns of the table, represent the actual output of the factories for the year as compared with their maximum production, or 100 per cent.]

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	AVERAGE NUMBER OF DAYS IN OPERATION		AVERAGE PROPORTION OF BUSINESS DONE	
		1905	1906	1905	1906
<b>All Industries.<sup>1</sup></b>	5,055	295.16	297.46	71.49	73.80
Agricultural implements, . . .	7	300.45	303.92	77.86	83.14
Arms and ammunition, . . .	12	294.33	295.53	66.67	71.25
Artisans' tools, . . .	83	287.91	297.87	72.00	76.33
Awnings, sails, tents, etc., . . .	33	288.07	287.57	57.52	59.06
Bicycles, tricycles, etc., . . .	5	303.19	304.47	50.60	69.60
Boots and shoes, . . .	636	294.01	293.90	73.71	75.56
Boots and shoes (factory prod- uct), . . .	357	293.41	293.32	74.12	76.46
Soles, heels, and cut stock, . . .	200	298.15	297.93	75.21	75.70
Boot and shoe findings, . . .	58	299.84	301.59	67.64	68.95
Stitching, heeling, etc., . . .	21	300.68	299.24	69.43	71.33
Boxes, barrels, kegs, etc., . . .	129	295.04	297.67	74.56	79.81
Boxes (paper), . . .	75	295.24	295.60	75.63	78.11
Brick, tiles, and sewer pipe, . . .	57	213.83	200.25	68.88	68.29
Brooms, brushes, and mops, . . .	29	294.99	295.53	68.45	68.66
Building materials, . . .	72	300.36	302.82	65.56	70.72
Burial cases, caskets, coffins, etc., . . .	5	295.19	299.20	84.00	90.60
Buttons and dress trimmings, . . .	12	303.95	296.51	70.67	72.83
Carpetings, . . .	13	300.71	301.09	78.23	79.69
Carriages and wagons, . . .	101	298.29	298.29	67.31	70.28
Cement, kaolin, lime, and plaster, Chemical preparations (com- pounded), . . .	17	303.11	304.27	63.12	65.88
Clocks and watches, . . .	10	288.93	290.49	77.50	75.10
Clothing, . . .	269	293.49	296.26	71.48	74.43
Cooking, lighting, and heating ap- paratus, . . .	41	288.21	289.93	73.71	74.63
Cordage and twine, . . .	19	292.93	301.34	73.21	76.79
Cotton goods, . . .	169	294.95	303.56	86.41	89.43
Cotton goods (woven), . . .	124	293.68	303.45	88.15	91.86
Cotton yarn and thread, . . .	37	302.49	304.18	83.24	84.24
Cotton waste, . . .	8	303.78	305.28	70.88	70.50
Crayons, pencils, crucibles, etc., . . .	5	293.18	265.36	69.20	67.00
Drugs and medicines, . . .	36	293.36	294.44	55.19	58.89
Dyestuffs, . . .	8	272.40	267.72	54.38	50.00
Earthen, plaster, and stone ware, . . .	10	250.95	286.05	77.20	70.10
Electrical apparatus and appli- ances, . . .	45	303.08	286.84	67.11	72.40
Electroplating, . . .	11	296.35	296.42	76.00	72.00
Emery and sand paper and cloth, etc., . . .	10	305.14	305.56	70.00	70.20
Fancy articles, etc., . . .	17	296.84	302.91	72.47	74.29
Fertilizers, . . .	6	304.27	305.82	72.83	63.33
Fine arts and taxidermy, . . .	3	305.00	306.00	81.67	83.33
Fireworks and matches, . . .	4	300.16	294.97	79.25	80.00
Flax, hemp, and jute goods, . . .	10	300.47	303.30	82.20	86.80

<sup>1</sup> See definition on page 318.

DAYS IN OPERATION AND PROPORTION OF BUSINESS DONE:  
BY INDUSTRIES. 1905, 1906 — Concluded.

INDUSTRIES.	Number of Es- tablish- ments Con- sidered	AVERAGE NUMBER OF DAYS IN OPERATION		AVERAGE PROPORTION OF BUSINESS DONE	
		1905	1906	1905	1906
Food preparations, . . . .	372	295.11	297.51	64.07	64.33
Furniture, . . . . .	172	296.35	298.79	70.33	73.81
Glass, . . . . .	15	271.20	284.18	63.53	68.67
Glue, isinglass, and starch, . .	21	275.37	277.60	73.62	78.90
Hair work (animal and human), .	4	303.49	306.00	66.25	65.50
Hose and belting: rubber, linen, etc., . . . . .	6	298.60	301.72	73.50	79.17
Hosiery and knit goods, . . . .	36	300.71	301.87	73.83	78.61
Ink, mucilage, and paste, . . .	8	287.60	304.61	58.75	58.50
Ivory, bone, shell, and horn goods, etc., . . . . .	34	293.42	296.84	78.29	78.06
Jewelry, . . . . .	111	288.32	293.77	69.71	75.75
Leather, . . . . .	110	299.28	299.59	72.10	73.72
Leather goods, . . . . .	35	301.39	302.38	70.71	76.29
Liquors (bottled) and carbonated beverages, . . . . .	25	297.12	299.28	58.32	63.52
Liquors (malt), . . . . .	38	304.03	305.27	61.90	65.45
Liquors (distilled), . . . . .	7	231.21	262.49	52.14	62.00
Lumber, . . . . .	28	276.15	272.99	69.78	67.04
Machines and machinery, . . .	381	298.36	299.54	71.06	75.10
Metals and metallic goods, . .	435	296.95	300.36	71.89	74.83
Models, lasts, and patterns, . .	48	293.36	294.88	66.04	67.79
Musical instruments and materials,	53	298.59	299.78	70.70	75.36
Oils and illuminating fluids, . .	10	304.58	303.97	78.00	80.80
Paints, colors, and crude chemi- cals, . . . . .	30	298.73	299.74	69.53	73.23
Paper, . . . . .	87	291.47	296.18	88.29	90.95
Paper goods, . . . . .	44	298.97	300.46	74.72	77.91
Photographs and photographic materials, . . . . .	15	302.66	300.76	57.33	60.20
Polishes and dressing, . . . .	41	302.18	303.02	64.61	63.07
Printing, publishing, and book- binding, . . . . .	74	301.19	303.18	78.07	77.38
Print works, dye works, and bleacheries, . . . . .	43	287.89	290.92	76.60	79.33
Railroad construction and equip- ment, . . . . .	18	303.88	305.45	73.54	79.92
Rubber and elastic goods, . . .	48	283.73	285.03	74.27	77.27
Saddlery and harness, . . . .	20	304.50	303.57	64.05	67.60
Scientific instruments and appli- ances, . . . . .	17	295.01	296.81	78.53	74.88
Shipbuilding, . . . . .	34	290.40	283.24	55.32	52.94
Silk and silk goods, . . . . .	13	288.65	299.18	79.92	80.77
Sporting and athletic goods, . .	18	300.94	301.64	67.39	68.44
Stone, . . . . .	175	284.62	284.98	63.16	63.60
Quarried, . . . . .	38	284.07	283.25	52.29	56.42
Cut and monumental, . . . .	137	285.22	287.15	66.18	65.59
Straw and palm leaf goods, . .	21	273.89	274.95	66.85	73.50
Tallow, candles, soap, and grease,	47	302.96	303.68	68.87	71.87
Tobacco, snuff, and cigars, . .	97	295.84	282.84	63.55	64.77
Toys and games (children's), . .	9	298.79	299.71	69.56	77.78
Trunks and valises, . . . . .	10	289.57	283.45	75.30	73.00
Whips, lashes, and stocks, . . .	16	298.31	298.31	72.19	76.13
Wooden goods, . . . . .	68	297.26	297.29	67.44	70.68
Woolen goods, . . . . .	145	296.84	294.53	86.28	83.94
Woven goods and yarn, . . . .	125	296.85	294.56	86.58	85.03
Shoddy, waste, etc., . . . . .	20	296.44	293.32	84.40	77.15
Worsted goods, . . . . .	45	303.45	302.81	87.68	88.70

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V.

COMPARISONS: BY CITIES AND  
TOWNS.

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## V.

### COMPARISONS: BY CITIES AND TOWNS.

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The data given under this subject head relate to the amount of capital devoted to production, value of stock and materials used, value of goods made, average number of wage-earners employed, and total amount paid in wages for the years 1905 and 1906. They are arranged alphabetically by cities and towns, and, as in the presentation by industries, the aggregates are derived from the returns of 5,055 establishments.

The omission of some of the towns will be noted. This is due to the fact that in some of them there is but one manufacturing establishment, and in order to avoid disclosing the individual operations of any plant, it has been deemed advisable to exclude such from the presentation. Where, therefore, there were less than three establishments in a town, the figures have been purposely omitted. The figures for all of the cities are, of course, presented and those for the omitted towns are grouped together in the line All Other Towns.

It will be understood that the entire value of product, persons employed, wages paid, etc., in the various cities and towns do not appear. Only such establishments as made returns in two successive years can be compared, and the figures derived from such comparisons are a better indication of the trend of business than would be secured from the simple aggregations of a much larger number of different establishments. The presentation, as given, covers the aggregates derived from the returns of 5,055 establishments, each of which made return in 1905 and 1906.

The increase in total value of goods made in all cities and towns of the State amounted to 12.12 per cent. For convenience of reference, the data for the cities as regards value of goods made are brought together in the following table, with percentages of increase or decrease in 1906 as compared with 1905:

Table XXXIV.

CITIES.	VALUE OF GOODS MADE		INCREASE (+) OR DECREASE (—) IN 1906	
	1905	1906	Amounts	Percent- ages
Beverly, . . . . .	\$4,811,404	\$6,581,568	+ \$1,770,164	+ 36.79
Boston, . . . . .	153,002,594	168,119,817	+ 15,117,223	+ 9.88
Brockton, . . . . .	38,545,745	43,539,868	+ 6,994,123	+ 18.14
Cambridge, . . . . .	39,314,687	44,242,121	+ 4,927,434	+ 12.53
Chelsea, . . . . .	14,836,587	16,159,779	+ 1,323,192	+ 8.92
Chicopee, . . . . .	8,626,020	9,780,703	+ 1,154,683	+ 13.39
Everett, . . . . .	4,754,545	5,800,072	+ 1,045,527	+ 21.99
Fall River, . . . . .	51,305,043	66,793,769	+ 15,488,726	+ 30.19
Fitchburg, . . . . .	15,564,338	16,925,404	+ 1,361,066	+ 8.74
Gloucester, . . . . .	6,037,503	6,133,242	+ 95,739	+ 1.59
Haverhill, . . . . .	24,354,273	26,292,243	+ 1,937,970	+ 7.96
Holyoke, . . . . .	32,429,193	35,434,064	+ 3,004,871	+ 9.27
Lawrence, . . . . .	60,411,050	62,547,475	+ 2,136,425	+ 3.54
Lowell, . . . . .	52,423,303	55,650,845	+ 3,227,542	+ 6.16
Lynn, . . . . .	56,506,041	67,005,753	+ 10,499,712	+ 18.58
Malden, . . . . .	9,325,534	7,900,449	— 1,425,085	— 15.28
Marlborough, . . . . .	7,962,355	9,124,601	+ 1,162,246	+ 14.60
Medford, . . . . .	1,275,215	1,452,296	+ 177,081	+ 13.89
Melrose, . . . . .	8,356,909	6,718,414	— 1,638,495	— 19.61
New Bedford, . . . . .	31,738,106	37,514,127	+ 5,776,021	+ 18.20
Newburyport, . . . . .	6,563,753	7,176,164	+ 612,411	+ 9.33
Newton, . . . . .	4,667,417	4,872,124	+ 204,707	+ 4.39
North Adams, . . . . .	12,655,819	13,465,556	+ 809,737	+ 6.40
Northampton, . . . . .	6,202,631	6,556,760	+ 354,129	+ 5.71
Pittsfield, . . . . .	9,221,085	10,581,258	+ 1,360,173	+ 14.75
Quincy, . . . . .	8,621,563	9,739,301	+ 1,117,738	+ 12.96
Salem, . . . . .	11,532,047	11,815,799	+ 283,752	+ 2.46
Somerville, . . . . .	18,749,869	21,025,984	+ 2,276,115	+ 12.14
Springfield, . . . . .	24,510,438	28,289,265	+ 3,778,827	+ 15.42
Taunton, . . . . .	13,683,798	15,337,257	+ 1,653,459	+ 12.08
Waltham, . . . . .	7,155,607	7,747,095	+ 591,488	+ 8.27
Woburn, . . . . .	4,844,598	5,621,339	+ 776,741	+ 16.03
Worcester, . . . . .	55,526,781	66,826,385	+ 11,299,604	+ 20.35
TOTALS, . . . . .	\$805,515,851	\$904,770,897	+ \$99,255,046	+ 12.32

Material gain in the cities in 1906 as compared with 1905 is apparent from the figures in the preceding table, the aggregate product value rising from \$805,515,851 in 1905 to \$904,770,897 in 1906, an increase of 12.32 per cent. The rank of the cities, as measured by value of product in the establishments making return in 1906, is at once apparent. Boston holds first place, the value of goods made in 1906 in 1,117 establishments amounting to \$168,119,817. Second in order, though with product only about two-fifths as large as Boston, we find the city of Lynn, followed closely by Worcester and Fall River, the difference in product value in the two latter cities being very small. Lawrence and Lowell held fifth and sixth places, respectively, while following in the order named are Brockton, Cambridge, New Bedford, and Holyoke. From the third column of the table, it will be noted that these cities also exhibit the greatest gains, numerically, as compared with the previous year,

although in somewhat different order. The highest increase, \$15,488,726, is shown for Fall River, the gain in product value over 1905 amounting to 30.19 per cent. The increase for Boston, though relatively smaller, was practically the same in amount, \$15,117,223, or 9.88 per cent. Third in order is Worcester, the increase over 1905 amounting to \$11,299,604, or 20.35 per cent. Lynn and Brockton show similar percentages of gain, 18.58 and 18.14, respectively, the increase in amounts being \$10,499,712 for Lynn and \$6,994,123 for Brockton.

Special increase is also noted for the city of New Bedford, the gain in product value over 1905 reaching \$5,776,021, or 18.20 per cent. The city of Beverly exhibits marked increase as compared with the previous year, as do also Everett, Woburn, Pittsfield, and Springfield. Of the 33 cities, only two show decline in product value in 1906 as compared with 1905, namely, Malden, 15.28 per cent, and Melrose, 19.61 per cent. The percentages of gain, in the 31 cities exhibiting increase, range from 1.59 in Gloucester to 36.79 in that of Beverly.

From the figures in the table on pages 394 to 399, it will be seen that in all the other elements considered, namely, amount of capital devoted to production, value of stock used, average number of wage-earners employed, and amount paid in wages, increase similar to that exhibited for goods made is shown, and growth in all directions is apparent.

The increase in value of goods made in all the towns of the State in 1906 as compared with 1905 was only slightly less, relatively, than that shown for cities, the percentage of gain for towns, in the aggregate, amounting to 11.61 per cent as against 12.32 per cent for cities. The town exhibiting the greatest growth numerically is that of Peabody, the value of goods made rising from \$15,272,412 in 1905 to \$18,442,157 in 1906, an increase of \$3,169,745, or 20.75 per cent. The towns of Framingham, Hudson, and Natick, in Middlesex County, all show material gains over 1905, the percentages of increase in product value being 33.50, 17.69, and 34.98 respectively. Growth in Plymouth County is also apparent especially in the towns of Plymouth and Rockland, the increase in the value of goods made in 1906 as compared with the previous year amounting to 18.70 per cent in the former and 33.11 per cent in the



latter instance. The town of Athol in Worcester County shows a value of output of \$2,396,296 in 1905 and \$3,091,537 in 1906, an increase of 29.01 per cent.

The following table brings together the totals for the cities of the State in comparison with the totals for the towns for the five points considered, and as derived from the returns of 5,055 establishments:

Table XXXV.

CLASSIFICATION.	1905	1906	INCREASE (+) OR DECREASE (—) IN 1906	
			Amounts	Percent- ages
<i>Cities.</i>				
Capital devoted to production, . . .	\$442,914,040	\$466,395,594	+ \$23,481,554	+ 5.30
Value of stock and materials used, . .	\$468,199,362	\$530,442,390	+ \$62,243,028	+ 13.29
Value of goods made, . . .	\$805,515,851	\$904,770,897	+ \$99,255,046	+ 12.32
Average number of persons employed, .	331,021	356,059	+ 25,038	+ 7.56
Total amount paid in wages, . . .	\$158,853,006	\$177,394,841	+ \$18,541,835	+ 11.67
<i>Towns.</i>				
Capital devoted to production, . . .	\$173,441,010	\$184,825,417	+ \$11,384,407	+ 6.56
Value of stock and materials used, . .	\$183,948,342	\$208,698,164	+ \$24,749,822	+ 13.45
Value of goods made, . . .	\$328,519,929	\$366,656,637	+ \$38,136,708	+ 11.61
Average number of persons employed, .	145,034	153,229	+ 8,145	+ 5.61
Total amount paid in wages, . . .	\$68,282,040	\$74,684,594	+ \$6,402,554	+ 9.38

Of the capital devoted to production in 1906, we find that \$466,395,594, or 71.62 per cent, was invested in the cities of the State, and \$184,825,417, or 28.38 per cent, in the towns,

Table XXXVI.

CITIES AND TOWNS.		CAPITAL DEVOTED TO PRODUCTION		VALUE OF STOCK AND MATERIALS USED	
		1905	1906	1905	1906
1	<b>All Industries.<sup>1</sup></b>	\$616,355,050	\$651,221,011	\$652,147,704	\$739,140,554
2	Abington, . . . . .	700,371	770,921	2,524,736	2,947,150
3	Acton, . . . . .	376,617	424,532	234,830	282,071
4	Adams, . . . . .	5,709,752	6,035,968	2,626,508	2,635,135
5	Agawam, . . . . .	267,539	256,268	164,960	185,435
6	Amesbury, . . . . .	2,175,683	2,025,603	1,676,894	1,961,547
7	Amherst, . . . . .	608,807	547,284	518,684	562,454
8	Andover, . . . . .	1,501,045	1,561,096	1,675,780	1,655,946
9	Arlington, . . . . .	195,439	254,648	134,536	144,061
10	Ashburnham, . . . . .	200,811	264,698	149,988	196,624
11	Athol, . . . . .	1,389,655	1,759,042	1,048,514	1,501,272
12	Attleborough, . . . . .	5,888,942	5,648,839	4,972,391	6,098,807
13	Auburn, . . . . .	402,628	623,415	373,682	492,587
14	Ayer, . . . . .	507,366	742,991	225,206	219,243
15	Becket, . . . . .	86,229	84,425	105,190	113,385
16	Beverly, . . . . .	1,991,457	3,119,804	2,373,981	3,026,115
17	Billerica, . . . . .	1,749,058	1,626,660	1,235,679	1,634,090
18	Boston, . . . . .	70,593,518	73,272,700	88,489,313	97,873,070
19	Braintree, . . . . .	558,462	655,539	1,352,322	1,337,937
20	Bridgewater, . . . . .	636,824	649,832	1,488,479	1,962,301
21	Brockton, . . . . .	7,449,831	7,794,806	23,273,457	27,497,027
22	Brookline, . . . . .	364,606	352,619	299,561	336,276

<sup>1</sup> See definition on page 318.

and that the increase in the amount located in cities in 1906 as compared with the previous year was 5.30 per cent, as against 6.56 per cent in towns.

Of the value of stock used in 1906, 71.76 per cent was distributed in the factories located in the cities, and 28.24 per cent in towns. The gain in 1906 as compared with 1905 in the cities amounted to 13.29 per cent, and in towns, 13.45 per cent.

As with capital invested and stock used, we find that, of the goods made, slightly more than seven-tenths (71.16 per cent) was produced in the cities as against 28.84 per cent in the towns, the increase in output over 1905 appearing as \$99,255,046, or 12.32 per cent, in cities, and \$38,136,708, or 11.61 per cent, in the towns.

Of the persons employed, we find that 69.91 per cent are engaged in factories located in cities, and 30.09 per cent in the towns, and that the increase in number of persons amounted to 7.56 per cent in the cities in 1906 as against 5.61 per cent in the towns, while for wages, the percentage of gain is shown to be 11.67 in the cities and 9.38 in the towns, 70.37 per cent of the total amount being paid in the former and 29.63 per cent in the latter.

The detail for cities and towns appears in the following table:

Table XXXVI.

VALUE OF GOODS MADE		AVERAGE NUMBER OF WAGE-EARNERS EMPLOYED		TOTAL AMOUNT PAID IN WAGES		
1905	1906	1905	1906	1905	1906	
\$1,134,035,780	\$1,271,427,534	476,105	509,288	\$227,135,046	\$252,079,435	1
4,018,441	4,573,357	1,819	1,922	1,009,481	1,163,248	2
498,034	618,687	185	207	95,316	106,486	3
5,262,796	5,709,973	4,013	4,107	1,626,045	1,668,791	4
370,094	434,765	138	141	71,363	74,183	5
3,139,030	3,681,417	1,738	1,888	783,114	927,428	6
871,095	933,860	393	409	188,333	202,566	7
2,706,207	2,910,561	1,211	1,286	501,645	539,372	8
307,310	356,174	128	162	82,337	103,099	9
368,388	457,923	218	234	120,212	133,193	10
2,396,296	3,091,537	1,455	1,713	669,509	834,806	11
10,518,517	12,859,420	4,984	5,587	2,586,200	3,079,361	12
590,016	871,677	213	291	101,225	141,759	13
446,466	490,986	256	300	128,597	160,217	14
163,241	163,261	102	104	37,852	39,707	15
4,811,404	6,581,568	2,825	4,243	1,678,021	2,552,667	16
1,937,770	2,452,918	611	665	287,816	307,941	17
153,002,594	168,119,817	47,932	52,088	25,294,633	27,826,024	18
2,182,386	2,340,441	925	949	578,114	579,891	19
2,444,781	2,904,905	900	980	497,535	553,056	20
38,545,745	45,539,868	13,803	15,972	9,006,218	10,124,489	21
768,541	819,004	544	557	300,490	306,650	22

Table XXXVI—Continued.

	CITIES AND TOWNS.	CAPITAL DEVOTED TO PRO- DUCTION		VALUE OF STOCK AND MA- TERIALS USED	
		1905	1906	1905	1906
1	CAMBRIDGE, . . . . .	\$23,029,983	\$23,646,685	\$23,395,060	\$26,765,558
2	Canton, . . . . .	521,194	710,564	619,570	559,806
3	Charlton, . . . . .	393,031	413,270	358,823	424,115
4	Chelmsford, . . . . .	2,939,225	2,831,793	1,996,783	2,072,898
5	CHELSEA, . . . . .	5,546,761	6,491,563	9,144,743	9,781,975
6	Chester, . . . . .	401,878	384,885	69,054	81,873
7	CHICOFEE, . . . . .	5,430,354	6,182,223	4,542,312	5,296,202
8	Clinton, . . . . .	3,652,306	3,405,719	3,514,299	3,724,881
9	Dalton, . . . . .	1,711,144	1,547,147	999,692	1,045,917
10	Danvers, . . . . .	1,964,873	1,879,723	1,533,390	1,274,995
11	Dedham, . . . . .	739,027	734,891	1,273,049	1,295,858
12	Deerfield, . . . . .	74,262	83,814	124,568	139,464
13	Dighton, . . . . .	216,061	239,701	207,015	238,416
14	Douglas, . . . . .	656,854	691,626	596,430	517,128
15	Dudley, . . . . .	980,131	1,114,072	1,332,889	1,363,831
16	Easthampton, . . . . .	2,411,113	2,656,459	2,627,507	2,962,026
17	Easton, . . . . .	1,232,146	1,249,894	492,436	554,325
18	Enfield, . . . . .	276,894	286,354	178,457	228,089
19	Erving, . . . . .	931,818	981,570	304,694	382,017
20	Essex, . . . . .	32,552	26,721	104,017	43,770
21	EVERETT, . . . . .	2,337,950	2,284,310	2,684,803	3,335,230
22	Fairhaven, . . . . .	1,059,290	1,097,420	595,844	724,856
23	FALL RIVER, . . . . .	50,457,943	55,026,690	32,448,231	41,876,716
24	FITCHBURG, . . . . .	8,742,195	8,898,011	9,601,518	10,226,045
25	Foxborough, . . . . .	174,470	181,554	246,934	249,183
26	Frammingham, . . . . .	3,586,606	3,912,321	2,859,215	3,361,708
27	Franklin, . . . . .	1,158,505	1,276,371	1,619,059	1,704,583
28	Gardner, . . . . .	4,200,422	4,401,142	2,897,793	3,147,503
29	Georgetown, . . . . .	88,733	73,997	258,281	312,011
30	GLOUCESTER, . . . . .	2,277,593	3,115,436	4,258,036	4,485,497
31	Grafton, . . . . .	1,114,949	1,062,125	851,076	960,365
32	Great Barrington, . . . . .	1,922,584	1,831,205	1,182,245	1,186,062
33	Greenfield, . . . . .	880,408	903,324	608,211	726,667
34	Groton, . . . . .	314,151	486,152	316,882	584,276
35	Hanover, . . . . .	299,409	373,555	279,725	396,219
36	HAVERHILL, . . . . .	6,406,632	8,161,080	14,788,572	15,809,037
37	Holden, . . . . .	552,933	526,600	421,788	459,675
38	HOLYOKE, . . . . .	23,509,030	24,061,751	17,307,846	18,797,525
39	Hudson, . . . . .	1,722,672	1,957,118	3,523,350	4,149,778
40	Hyde Park, . . . . .	4,027,198	5,289,215	3,208,953	3,288,756
41	Kingston, . . . . .	255,390	274,806	129,705	135,802
42	LAWRENCE, . . . . .	39,835,159	40,681,930	37,099,679	39,985,938
43	Lee, . . . . .	876,427	919,369	525,376	582,925
44	Leicester, . . . . .	768,803	741,744	968,761	1,075,133
45	Leominster, . . . . .	2,908,470	3,148,718	3,839,975	4,444,806
46	LOWELL, . . . . .	32,634,116	31,984,876	29,304,048	32,217,051
47	LYNN, . . . . .	15,357,819	18,580,919	34,496,280	40,516,799
48	MALDEN, . . . . .	2,470,184	2,189,703	3,537,702	3,260,761
49	Mansfield, . . . . .	1,023,526	1,073,339	998,931	1,383,067
50	Marblehead, . . . . .	339,989	334,157	548,517	630,872
51	MARLBOROUGH, . . . . .	2,341,716	2,069,903	5,307,252	6,348,308
52	MEDFORD, . . . . .	825,311	784,252	783,893	784,541
53	Medway, . . . . .	321,210	257,535	275,915	315,075
54	MELROSE, . . . . .	1,833,171	1,451,586	2,871,002	2,457,739
55	Merrimac, . . . . .	180,777	198,030	180,327	190,444
56	Methuen, . . . . .	2,003,633	2,016,836	1,548,249	1,868,053
57	Middleborough, . . . . .	821,519	711,964	1,342,414	1,517,274
58	Milford, . . . . .	848,979	944,063	1,594,561	1,760,728
59	Millbury, . . . . .	1,463,375	1,608,083	1,159,939	1,267,996
60	Millis, . . . . .	369,259	372,600	783,976	877,278
61	Milton, . . . . .	103,481	117,008	85,894	76,498
62	Monson, . . . . .	685,064	724,965	641,119	836,422
63	Montague, . . . . .	2,506,999	2,497,468	1,343,333	1,358,872

Table XXXVI — Continued.

VALUE OF GOODS MADE		AVERAGE NUMBER OF WAGE- EARNERS EMPLOYED		TOTAL AMOUNT PAID IN WAGES		
1905	1906	1905	1906	1905	1906	
\$59,314,687	\$44,242,121	13,109	14,254	\$6,717,859	\$7,402,259	1
1,120,413	1,253,005	554	552	256,619	277,401	2
844,304	750,528	249	257	114,046	121,887	3
2,781,066	2,958,517	1,030	1,152	389,858	437,593	4
14,836,587	16,159,779	4,764	4,718	2,420,817	2,538,272	5
153,966	188,908	87	83	44,702	46,983	6
8,626,020	9,780,703	5,141	4,967	2,203,673	2,274,567	7
5,937,307	6,597,093	3,693	3,695	1,522,730	1,562,849	8
1,989,067	2,130,785	947	928	419,750	418,942	9
2,197,278	2,248,923	694	731	334,249	375,335	10
2,054,921	1,928,757	884	749	363,954	311,920	11
249,616	270,189	135	142	59,238	65,153	12
452,931	639,391	296	369	102,842	171,365	13
908,286	868,762	523	567	218,297	241,190	14
2,446,706	2,366,208	1,380	1,388	568,375	600,518	15
4,131,495	4,981,774	1,919	1,949	790,145	825,905	16
1,082,337	1,238,691	476	498	252,175	266,936	17
338,058	346,806	185	180	70,887	74,569	18
829,508	922,348	542	566	263,377	309,005	19
187,570	80,687	98	41	58,806	21,608	20
4,754,545	5,800,072	1,841	2,174	886,967	1,158,435	21
985,061	1,250,987	417	417	200,170	211,941	22
51,305,043	66,793,769	29,993	33,483	10,352,389	13,144,292	23
15,564,338	16,925,404	6,395	6,751	2,951,580	3,298,154	24
493,330	495,472	314	304	146,018	154,648	25
4,704,569	6,280,534	2,837	3,172	1,268,269	1,514,919	26
2,830,501	2,612,301	883	781	448,094	408,436	27
5,665,715	6,221,746	3,565	3,804	1,602,224	1,771,170	28
365,048	442,213	175	168	74,448	82,788	29
6,037,503	6,133,242	1,518	1,730	714,887	804,237	30
1,566,457	1,781,632	1,030	1,068	405,434	441,814	31
1,890,378	1,947,569	918	893	368,472	366,864	32
1,801,559	2,158,275	973	1,124	493,464	588,897	33
506,603	855,359	128	191	67,360	101,722	34
507,531	643,060	190	225	93,874	112,809	35
24,354,273	26,292,243	8,950	9,545	4,630,826	5,074,482	36
787,294	826,144	418	433	172,058	171,708	37
32,429,193	35,434,064	14,560	15,383	6,644,294	7,231,039	38
5,434,663	6,396,273	1,899	2,081	1,055,694	1,210,940	39
5,975,323	6,871,739	3,827	3,983	2,022,514	2,223,137	40
256,322	266,469	124	121	67,930	69,991	41
60,411,050	62,547,475	23,364	24,005	9,553,590	10,300,429	42
1,328,862	1,461,176	705	742	340,544	347,904	43
1,782,636	1,830,085	759	768	355,248	365,959	44
7,786,034	8,681,069	4,196	4,522	1,901,467	2,113,037	45
52,423,303	55,650,845	28,420	29,445	11,489,466	12,407,030	46
56,506,041	67,005,753	21,537	24,799	12,370,081	13,965,509	47
9,325,534	7,900,449	2,563	2,385	1,161,454	1,154,553	48
1,792,776	2,322,877	727	806	323,446	393,602	49
1,028,265	1,142,101	681	694	303,989	335,727	50
7,962,355	9,124,601	3,820	4,092	1,799,830	2,026,257	51
1,275,215	1,452,296	440	384	210,303	205,991	52
506,049	609,815	284	293	143,379	152,952	53
8,356,909	6,718,414	1,555	1,410	737,740	730,016	54
393,416	443,356	209	226	117,075	135,785	55
2,519,911	3,154,566	1,328	1,468	536,286	618,771	56
2,057,014	2,179,157	892	920	497,293	506,845	57
3,110,735	3,737,813	1,811	2,182	907,027	1,220,802	58
1,964,451	2,255,414	809	855	336,402	382,526	59
1,121,415	1,257,937	346	377	184,265	208,710	60
229,350	242,991	116	118	66,036	65,058	61
1,360,383	1,624,682	670	732	334,835	407,449	62
2,625,994	2,662,839	1,515	1,519	703,804	720,551	63



Table XXXVI — Concluded.

	CITIES AND TOWNS.	CAPITAL DEVOTED TO PRO- DUCTION		VALUE OF STOCK AND MA- TERIALS USED	
		1905	1906	1905	1906
1	Natick, . . . . .	\$835,862	\$966,182	\$2,157,252	\$3,084,843
2	Needham, . . . . .	403,343	485,597	373,428	430,332
3	NEW BEDFORD, . . . . .	32,877,664	33,606,360	17,650,438	20,275,222
4	NEWBURYPORT, . . . . .	1,836,408	1,788,945	4,198,709	4,434,966
5	NEWTON, . . . . .	2,276,724	2,481,803	2,499,178	2,606,696
6	NORTH ADAMS, . . . . .	9,364,054	10,057,562	8,070,712	8,336,542
7	NORTHAMPTON, . . . . .	3,592,224	4,098,995	3,590,993	3,897,528
8	North Andover, . . . . .	1,714,011	1,731,814	1,449,015	1,984,631
9	North Attleborough, . . . . .	2,000,393	2,242,990	1,968,054	2,353,280
10	Northbridge, . . . . .	2,769,259	2,750,382	2,004,488	2,241,914
11	Norton, . . . . .	209,602	289,086	134,259	138,914
12	Norwood, . . . . .	2,157,724	2,565,408	3,501,051	4,275,453
13	Orange, . . . . .	1,848,350	2,323,358	1,039,488	1,180,540
14	Oxford, . . . . .	586,368	862,437	1,063,507	1,049,705
15	Palmer, . . . . .	2,444,158	2,391,113	2,218,187	2,542,633
16	Peabody, . . . . .	8,507,523	10,802,822	10,791,165	13,234,873
17	Pepperell, . . . . .	744,561	683,889	1,592,120	1,650,387
18	PITTSFIELD, . . . . .	5,455,962	5,674,534	4,895,272	5,669,938
19	Plainville, . . . . .	135,928	234,147	101,029	244,074
20	Plymouth, . . . . .	2,601,578	3,539,640	8,858,908	10,394,273
21	QUINCY, . . . . .	6,690,491	7,274,113	3,822,875	4,373,527
22	Randolph, . . . . .	87,515	131,465	593,001	797,661
23	Reading, . . . . .	356,765	388,028	824,563	927,798
24	Revere, . . . . .	466,825	480,324	46,546	46,604
25	Rockland, . . . . .	755,679	884,719	2,478,164	3,263,722
26	Rockport, . . . . .	640,619	619,010	143,520	142,120
27	Rowley, . . . . .	213,405	217,448	381,572	418,346
28	SALEM, . . . . .	4,873,800	5,034,795	6,993,366	7,141,656
29	Saugus, . . . . .	262,539	235,491	184,698	287,449
30	Shirley, . . . . .	621,420	690,450	693,373	777,311
31	Somerset, . . . . .	53,672	53,807	18,238	17,601
32	SOMERVILLE, . . . . .	6,686,526	6,840,457	14,894,433	17,241,821
33	South Hadley, . . . . .	818,207	849,274	694,709	913,813
34	Spencer, . . . . .	868,257	755,811	2,508,299	3,138,556
35	SPRINGFIELD, . . . . .	16,227,805	16,842,507	12,459,182	14,543,350
36	Stoneham, . . . . .	659,240	734,924	2,225,763	2,493,555
37	Stoughton, . . . . .	1,180,208	1,160,060	2,248,830	1,995,810
38	TAUNTON, . . . . .	9,306,220	9,378,323	8,038,801	8,854,948
39	Templeton, . . . . .	754,577	861,233	564,161	615,426
40	Topsfield, . . . . .	12,133	11,240	52,966	55,229
41	Townsend, . . . . .	171,982	202,765	91,117	108,261
42	Uxbridge, . . . . .	625,380	711,473	672,356	704,144
43	Wakefield, . . . . .	1,918,054	2,267,263	2,588,147	3,041,449
44	Walpole, . . . . .	2,028,483	2,486,685	1,946,727	2,431,293
45	WALTHAM, . . . . .	8,901,213	9,080,426	1,846,112	1,987,458
46	Wareham, . . . . .	498,745	422,694	313,107	386,619
47	Warren, . . . . .	1,475,031	1,429,458	935,108	1,075,019
48	Watertown, . . . . .	3,433,917	3,449,701	6,505,289	6,153,954
49	Webster, . . . . .	3,829,666	3,638,722	5,183,367	6,426,169
50	Wellesley, . . . . .	248,167	246,600	344,513	360,904
51	Westborough, . . . . .	238,655	276,063	415,759	481,863
52	Westfield, . . . . .	2,577,907	2,771,861	2,022,947	2,304,642
53	Westford, . . . . .	835,795	895,417	1,310,420	1,658,590
54	West Springfield, . . . . .	1,045,541	1,036,490	986,522	1,060,812
55	Weymouth, . . . . .	2,503,902	2,521,747	3,263,339	3,720,846
56	Whitman, . . . . .	1,593,991	1,962,312	3,500,010	3,936,202
57	Williamsburg, . . . . .	86,716	70,564	71,548	84,842
58	Winchendon, . . . . .	1,554,158	1,610,770	1,142,519	1,316,334
59	Winchester, . . . . .	1,879,429	1,171,955	1,829,854	2,594,974
60	WOBURN, . . . . .	3,561,168	3,695,147	3,194,794	3,612,758
61	WORCESTER, . . . . .	28,193,058	30,743,399	30,336,769	37,124,846
62	Wrentham, . . . . .	152,994	17,367	196,765	16,680
63	All other towns, . . . . .	32,999,202	35,137,994	27,741,613	29,589,097

Table XXXVI — Concluded.

VALUE OF GOODS MADE		AVERAGE NUMBER OF WAGE- EARNERS EMPLOYED		TOTAL AMOUNT PAID IN WAGES		
1905	1906	1905	1906	1905	1906	
\$3,088,271	\$4,168,421	1,243	1,426	\$591,178	\$707,064	1
740,805	927,955	379	416	160,985	179,266	2
31,738,106	37,514,127	19,915	20,512	8,167,426	9,121,871	3
6,563,753	7,176,164	2,837	2,821	1,321,861	1,350,787	4
4,667,417	4,872,124	1,809	1,862	889,191	906,251	5
12,655,819	13,465,556	4,370	4,388	1,900,232	1,966,225	6
6,202,631	6,556,760	2,994	3,050	1,287,616	1,456,653	7
2,517,482	3,469,385	1,377	1,504	658,175	727,108	8
4,926,178	6,198,809	2,279	2,783	1,325,142	1,693,666	9
4,319,532	5,092,265	2,719	2,919	1,259,012	1,405,587	10
363,389	385,839	292	298	111,326	117,185	11
5,663,919	5,481,112	1,743	2,030	1,000,944	1,181,890	12
2,697,031	3,029,015	1,240	1,281	696,801	761,183	13
1,767,457	1,678,096	720	679	308,339	296,897	14
3,571,090	3,974,582	2,288	2,303	876,188	928,353	15
15,272,412	18,442,157	4,034	4,433	1,971,671	2,160,864	16
2,031,980	2,090,600	582	610	289,075	296,228	17
9,221,085	10,581,258	4,549	4,903	2,272,489	2,545,832	18
409,497	792,340	229	400	149,519	252,074	19
11,580,647	13,746,145	2,252	2,566	1,010,272	1,242,727	20
8,621,563	9,739,301	5,759	6,273	3,399,819	3,811,782	21
900,954	1,204,912	303	370	189,056	247,699	22
1,316,270	1,448,612	349	409	160,059	181,247	23
133,386	114,868	86	68	34,199	33,474	24
3,931,060	5,232,815	1,464	1,856	886,820	1,181,513	25
648,437	759,388	697	725	357,471	379,487	26
607,910	714,592	369	432	132,581	141,004	27
11,532,047	11,815,799	5,736	5,777	2,520,141	2,514,750	28
279,529	453,807	149	187	63,139	93,185	29
1,343,924	1,570,569	462	474	183,019	197,468	30
58,929	49,181	54	48	27,907	25,104	31
18,749,869	21,025,984	3,247	3,567	1,682,273	1,899,488	32
1,404,133	1,628,779	605	671	265,330	312,844	33
3,937,227	4,425,138	1,853	1,874	876,710	920,197	34
24,510,438	28,289,265	9,467	10,553	5,041,415	5,887,415	35
3,280,854	3,570,652	1,184	1,239	577,981	609,340	36
3,396,786	3,185,507	1,151	1,073	595,602	588,991	37
13,683,798	15,337,257	6,559	6,641	3,171,090	3,391,073	38
1,184,413	1,311,756	716	765	337,298	368,715	39
74,451	77,845	38	38	14,043	15,413	40
252,376	262,893	206	202	91,202	109,613	41
1,215,529	1,242,804	732	745	317,082	321,591	42
4,828,819	5,617,309	1,865	2,024	890,119	1,023,029	43
3,879,841	4,718,006	1,019	1,200	554,457	663,433	44
7,155,607	7,747,095	6,186	6,123	3,199,484	3,427,510	45
586,186	686,008	380	395	182,331	197,740	46
1,714,160	1,929,871	1,157	1,173	469,187	500,166	47
17,619,441	15,540,942	4,139	4,209	2,094,952	2,080,243	48
7,533,298	8,692,192	2,743	2,860	1,083,607	1,144,710	49
497,985	519,268	145	165	69,959	76,362	50
740,055	863,472	335	318	140,913	161,362	51
5,011,223	5,669,251	2,183	2,456	1,110,160	1,236,150	52
1,822,332	2,104,895	614	623	271,086	281,216	53
1,900,455	2,025,358	676	699	327,338	345,213	54
5,107,903	5,829,703	1,736	1,842	907,236	972,057	55
5,615,558	6,452,380	2,150	2,243	1,307,384	1,395,746	56
120,813	134,799	61	71	28,405	31,300	57
2,277,154	2,504,596	1,298	1,431	559,119	614,445	58
2,706,079	3,557,671	1,199	809	686,731	376,453	59
4,844,598	5,621,339	1,343	1,438	675,672	773,407	60
55,526,781	66,826,385	23,720	26,323	12,499,669	14,123,095	61
5,417,813	45,247	232	26	129,635	12,826	62
52,148,073	54,956,941	25,086	25,525	10,918,942	11,439,791	63



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VI.

GENERAL SUMMARY OF INDUS-  
TRIAL CONDITIONS.

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## VI.

### GENERAL SUMMARY OF INDUSTRIAL CONDITIONS.

The following table, drawn from the several presentations in the preceding pages, brings together the facts for All Industries:

*Table XXXVII.*

CLASSIFICATION.	1905	1906	INCREASE (+) OR DECREASE (—) IN 1906	
			Amounts	Percent-ages
Number of establishments considered,	5,055	5,055	—	—
Number of private firms, . . . . .	3,094	2,979	—115	—3.73
Number of corporations, . . . . .	1,866	1,981	+115	+6.16
Number of industrial combinations, . .	95	95	=	=
<i>Number of partners, . . . . .</i>	<i>4,751</i>	<i>4,527</i>	<i>—224</i>	<i>—4.71</i>
Males, . . . . .	4,499	4,263	—236	—5.25
Females, . . . . .	173	178	+5	+2.89
Special partners and estates, . . .	79	86	+7	+8.86
<i>Number of stockholders, . . . . .</i>	<i>60,659</i>	<i>61,961</i>	<i>+1,302</i>	<i>+2.15</i>
Males, . . . . .	35,274	36,160	+886	+2.51
Females, . . . . .	19,368	19,990	+622	+3.21
Banks, trustees, etc., . . . . .	6,017	5,811	—206	—3.42
Average partners to a private firm, . .	1.54	1.53	—0.01	—0.65
Average stockholders to a corporation, .	33.93	32.68	—1.25	—3.68
Capital devoted to production, . . . .	\$616,355,050	\$651,221,011	+ \$34,865,961	+ 5.66
Value of stock used, . . . . .	\$652,147,704	\$739,140,554	+ \$86,992,850	+ 13.34
Value of goods made, . . . . .	\$1,134,035,780	\$1,271,427,534	+ \$137,391,754	+ 12.12
<b>Persons employed:</b>				
<i>Average number, . . . . .</i>	<i>476,105</i>	<i>509,288</i>	<i>+33,183</i>	<i>+6.97</i>
Males, . . . . .	321,604	346,251	+24,647	+7.66
Females, . . . . .	154,501	163,037	+8,536	+5.52
Smallest number, . . . . .	411,869	448,830	+36,961	+8.97
Greatest number, . . . . .	534,712	565,472	+30,760	+5.75
Excess of greatest over smallest, . .	122,843	116,642	—6,201	—5.05
Total amount paid in wages, . . . . .	\$227,135,046	\$252,079,435	+ \$24,944,389	+ 10.98
Average yearly earnings, . . . . .	\$477.07	\$494.96	+ \$17.89	+ 3.75
Average proportion of business done, .	71.49	73.80	+2.31	+3.23
Average number of days in operation, .	295.16	297.46	+2.30	+0.78

A decrease is shown in the number of private firms of 3.73 per cent and in the number of partners of 4.71 per cent. Coincident with this is the increase of 6.16 per cent in the number of corporations and 2.15 per cent in the number of stockholders. For All Industries, in every element surrounding production, increase is exhibited for the year 1906 as compared with 1905. The increase in capital devoted to production amounted to 5.66

per cent; in value of stock used, 13.34 per cent; in value of goods made, 12.12 per cent. The average number of persons employed shows increase of 6.97 per cent, the percentage of gain in number of males employed being 7.66 and in number of females, 5.52. The increase in smallest number of persons employed was 8.97 per cent and in greatest number 5.75 per cent, while the range between the least and greatest was narrower in 1906 than in 1905, thus showing more uniform employment. An increase of 10.98 per cent is shown in total amount paid in wages, and of 3.75 per cent in average yearly earnings. The average proportion of business done and the average number of days in operation show increases of 3.23 and 0.78 per cent, respectively.

The following graphic table presents the facts for the nine leading industries as regards value of product, average number of wage-earners, amount paid in wages, days in operation, and proportion of business done:

*Table XXXVIII.*

INDUSTRIES.	INCREASE (+) OR DECREASE (—) IN 1906 AS COMPARED WITH 1905 IN—				
	Product	Number of Wage-earners	Wages	Days	Proportion
Boots and shoes, . . . .	+	+	+	—	+
Carpetings, . . . . .	+	+	+	+	+
Cotton goods, . . . . .	+	+	+	+	+
Leather, . . . . .	+	+	+	+	+
Machines and machinery, .	+	+	+	+	+
Metals and metallic goods, .	+	+	+	+	+
Paper, . . . . .	+	+	+	+	+
Woolen goods, . . . . .	+	—	+	—	—
Worsted goods, . . . . .	+	+	+	—	+

In all of the elements considered in the preceding table, six of the industries exhibit gain in 1906 as compared with 1905. They are: Carpetings, Cotton Goods, Leather, Machines and Machinery, Metals and Metallic Goods, and Paper. Boots and Shoes and Worsted Goods show increase in four out of the five points, and decrease in but one factor, namely, number of days in operation. For Woolen Goods increase appears in product and wages, and decrease in average number of wage-earners, number of days in operation, and proportion of business done.

The following table shows the Industry Product, as distin-

guished from the normal value of goods made, together with the "Profit and Minor Expense Fund," for the nine leading industries in 1906:

Table XXXIX.

INDUSTRIES.	Value of Goods Made	Value of Stock Used	Industry Product	Paid in Wages	Profit and Minor Ex- pense Fund
Boots and shoes, . . .	\$207,263,253	\$134,433,937	\$72,829,316	\$41,815,689	\$31,013,627
Carpetings, . . . . .	13,454,549	8,912,065	4,542,484	2,515,589	2,026,895
Cotton goods, . . . . .	169,891,173	98,070,194	71,820,979	39,492,044	32,328,935
Leather, . . . . .	46,439,029	36,058,043	10,380,986	4,631,635	5,749,351
Machines and machinery, .	71,875,755	28,232,451	43,643,304	23,950,700	19,692,604
Metals and metallic goods, .	68,563,678	36,594,457	31,969,221	16,246,101	15,723,120
Paper, . . . . .	39,080,029	23,036,629	16,043,400	6,392,865	9,650,535
Woolen goods, . . . . .	60,718,658	35,901,882	24,816,776	11,275,391	13,541,385
Worsted goods, . . . . .	64,328,151	42,322,193	22,005,958	9,921,716	12,084,242

Attention is called to the third and fifth columns of the table. The figures for Industry Product have been obtained by subtracting the cost value of stock used from the value of goods made. In other words, the industry product represents the result of the productive forces in the industry, or the value created above the cost of stock and materials used by the union of labor and capital. In the division of the proceeds of each industry one part of this industry product is paid to the labor force in the form of wages. The balance constitutes a fund from which are paid freights, insurance, interest on loans (credit capital), interest on stock (fixed or invested capital), rents, commissions, salaries, etc.; in fact, all expenses other than those for stock and wages. The remainder, if any, is the profit of the employer. The entire balance of this industry product remaining after the deduction of the amount paid in wages becomes a "Profit and Minor Expense Fund" and is shown in the fifth column of the table. It will, of course, be understood that the term "Minor Expense" is relative. The expenses, some of which we have enumerated, paid out of this balance are in themselves considerable in amount and are only to be classed as "minor" in comparison with the generally larger amounts expended for stock and wages. The next table presents, for the year 1906, the industry product per \$1,000 capital devoted to production in each of the nine leading industries, the average industry product per employee, the percentage of industry product paid in wages, and the percentage devoted to profit and minor expenses:



Table XL.

INDUSTRIES.	Capital Devoted to Production	Average Number of Wage- earners	INDUSTRY PRODUCT		PERCENTAGES OF IN- DUSTRY PRODUCT	
			Per \$1,000 of Capital	Average per Employee	Devoted to Profit and Minor Ex- penses	Paid in Wages
Boots and shoes, . . .	\$40,337,796	76,271	\$1,805.49	\$954.88	42.58	57.42
Carpetings, . . .	5,720,773	5,633	794.03	806.41	44.62	55.38
Cotton goods, . . .	145,207,470	99,089	494.61	724.81	45.01	54.99
Leather, . . .	23,215,998	9,279	447.15	1,118.76	55.38	44.62
Machines and machinery, . . .	66,661,652	40,441	654.70	1,079.18	45.12	54.88
Metals and metallic goods, . . .	31,965,492	28,484	1,000.12	1,122.36	49.18	50.82
Paper, . . .	26,830,719	13,364	597.95	1,200.49	60.15	39.85
Woolen goods, . . .	34,802,057	25,219	713.08	984.05	54.57	45.43
Worsted goods, . . .	38,876,182	22,544	566.05	976.13	54.91	45.09

The highest industry product per \$1,000 of capital, \$1,805.49, appears for Boots and Shoes. Metals and Metallic Goods holds second place with an industry product per \$1,000 of capital of \$1,000.12, and, ranking in the order named, are Carpetings, with industry product of \$794.03; Woolen Goods, \$713.08; Machines and Machinery, \$654.70; Paper, \$597.95; Worsted Goods, \$566.05; and Cotton Goods, \$494.61. Lowest in the list for 1906 is Leather, the industry product per \$1,000 of capital being \$447.15.

The average industry product per employee is shown in the fourth column of the table. Highest in this regard in 1906 we find Paper, with an industry product per employee of \$1,200.49. Following in order are Metals and Metallic Goods, Leather, and Machines and Machinery, the average industry product per employee being \$1,122.36, \$1,118.76, and \$1,079.18, respectively. Woolen Goods, Worsted Goods, and Boots and Shoes run fairly close, the averages per employee being \$984.05, \$976.13, and \$954.88. Carpetings exhibits average industry product per employee of \$806.41, and lowest in the list we find Cotton Goods with an average of \$724.81.

The last two columns of the preceding table show the percentage of industry product devoted to profit and minor expenses and the percentage paid to labor. The figures are brought forward with other data in a series of separate tables, the first of which relates to Boots and Shoes.

Table XLI.

*Boots and Shoes.* [Comparison for 636 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$36,951,971	\$40,337,796
Value of goods made (gross product), . . . . .	\$182,644,882	\$207,263,253
Value of stock used and other materials consumed in production, . . . . .	\$118,749,878	\$134,433,937
Industry product (gross product less value of stock and materials), . . . . .	\$63,895,004	\$72,829,316
Wages (labor's direct share of product), . . . . .	\$38,034,515	\$41,815,689
Profit and minor expense fund (industry product less wages), . . . . .	\$25,860,489	\$31,013,627
Percentage of industry product paid in wages, . . . . .	59.53	57.42
Percentage of industry product devoted to profit and minor expenses, . . . . .	40.47	42.58
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	69.98	76.88

It will be understood that the percentage of industry product paid in wages is the complement of the percentage devoted to profit and minor expenses, and that a decline in one indicates a balancing increase in the other, these two factors making up the whole of the industry product. In Boots and Shoes, the percentage of industry product paid in wages in 1905 was 59.53 as against 57.42 in 1906. The percentage of industry product devoted to profit and minor expenses, therefore, rose from 40.47 in 1905 to 42.58 in 1906. The profit and minor expense fund formed 69.98 per cent of capital devoted to production in 1905 and 76.88 per cent in 1906.

The next table relates to Carpetings.

Table XLII.

*Carpetings.* [Comparison for 13 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$5,829,222	\$5,720,773
Value of goods made (gross product), . . . . .	\$12,056,931	\$13,454,549
Value of stock used and other materials consumed in production, . . . . .	\$7,906,516	\$8,912,065
Industry product (gross product less value of stock and materials), . . . . .	\$4,150,415	\$4,542,484
Wages (labor's direct share of product), . . . . .	\$2,368,190	\$2,515,589
Profit and minor expense fund (industry product less wages), . . . . .	\$1,782,225	\$2,026,895
Percentage of industry product paid in wages, . . . . .	57.06	55.38
Percentage of industry product devoted to profit and minor expenses, . . . . .	42.94	44.62
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	30.57	35.43

The percentages of industry product paid in wages in 1905 and 1906 were, respectively, 57.06 and 55.38, a decrease in the

last named year. The percentage of industry product devoted to profit and minor expenses shows increase, being 42.94 in 1905 and 44.62 in 1906. That is to say, a smaller portion of the amount remaining in this industry after eliminating the cost of stock was devoted to wages in 1906 than in 1905, leaving a slightly larger amount for the payment of other expenses and profits. The percentage of profit and minor expense fund of the capital devoted to production was 30.57 in 1905 and 35.43 in 1906.

The next table is for Cotton Goods.

*Table XLIII.*

*Cotton Goods.* [Comparison for 169 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$141,008,378	\$145,207,470
Value of goods made (gross product), . . . . .	\$144,790,278	\$169,891,173
Value of stock used and other materials consumed in production, . . . . .	\$84,192,530	\$98,070,194
Industry product (gross product less value of stock and materials), . . . . .	\$60,597,748	\$71,820,979
Wages (labor's direct share of product), . . . . .	\$35,097,153	\$39,492,044
Profit and minor expense fund (industry product less wages), . . . . .	\$25,500,595	\$32,328,935
Percentage of industry product paid in wages, . . . . .	57.92	54.99
Percentage of industry product devoted to profit and minor expenses, . . . . .	42.08	45.01
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	18.08	22.26

In Cotton Goods, the percentage of industry product paid in wages declined from 57.92 in 1905 to 54.99 in 1906, and the amount devoted to profit and minor expenses shows increase, the percentages in 1905 and 1906, respectively, being 42.08 and 45.01. The percentage which the profit and minor expense fund formed of capital devoted to production rose also, 18.08 in 1905 and 22.26 in 1906.

The facts for Leather follow:

*Table XLIV.*

*Leather.* [Comparison for 110 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$20,352,580	\$23,215,998
Value of goods made (gross product), . . . . .	\$40,923,156	\$46,439,029
Value of stock used and other materials consumed in production, . . . . .	\$29,698,338	\$36,058,043
Industry product (gross product less value of stock and materials), . . . . .	\$11,224,818	\$10,380,986
Wages (labor's direct share of product), . . . . .	\$4,228,230	\$4,631,635

*Table XLIV* — Concluded.*Leather.* [Comparison for 110 Establishments] — Concluded.

CLASSIFICATION.	1905	1906
Profit and minor expense fund (industry product less wages), .	\$6,996,588	\$5,749,351
Percentage of industry product paid in wages, .	37.67	44.62
Percentage of industry product devoted to profit and minor expenses, .	62.33	55.38
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	34.38	24.76

In this industry, a somewhat larger share of the industry product was paid to labor in 1906 than in 1905, the percentages being, respectively, 44.62 and 37.67. The amount devoted to profit and minor expenses declined, therefore, the percentage falling from 62.33 in 1905 to 55.38 in 1906, and the percentage which this fund formed of capital devoted to production also declined from 34.38 per cent in 1905 to 24.76 per cent in 1906.

A table for Machines and Machinery follows:

*Table XLV.**Machines and Machinery.* [Comparison for 381 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$61,047,624	\$66,661,652
Value of goods made (gross product), . . . . .	\$62,481,269	\$71,875,755
Value of stock used and other material consumed in production, .	\$24,698,054	\$28,232,451
Industry product (gross product less value of stock and materials), . . . . .	\$37,783,215	\$43,643,304
Wages (labor's direct share of product), . . . . .	\$21,137,230	\$23,950,700
Profit and minor expense fund (industry product less wages), .	\$16,645,985	\$19,692,604
Percentage of industry product paid in wages, . . . . .	55.94	54.88
Percentage of industry product devoted to profit and minor expenses, . . . . .	44.06	45.12
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	27.27	29.54

In this industry, conditions were almost identical in 1905 and 1906, although a slightly smaller portion was paid to labor in the later year, the percentages being 55.94 in 1905 and 54.88 in 1906. Corresponding increase will be noted in the amount devoted to profit and minor expenses, 45.12 in 1906 as against 44.06 in 1905. The percentage of profit and minor expense fund of capital devoted to production advanced from 27.27 per cent in 1905 to 29.54 per cent in 1906.

The next table is for Metals and Metallic Goods.



Table XLVI.

*Metals and Metallic Goods.* [Comparison for 435 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$29,699,535	\$31,965,492
Value of goods made (gross product), . . . . .	\$57,823,499	\$68,563,673
Value of stock used and other materials consumed in production, . . . . .	\$29,678,279	\$36,594,457
Industry product (gross product less value of stock and materials), . . . . .	\$28,145,220	\$31,969,221
Wages (labor's direct share of product), . . . . .	\$14,497,583	\$16,246,101
Profit and minor expense fund (industry product less wages), . . . . .	\$13,647,637	\$15,723,120
Percentage of industry product paid in wages, . . . . .	51.51	50.82
Percentage of industry product devoted to profit and minor expenses, . . . . .	48.49	49.18
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	45.95	49.19

In this industry, only fractional changes are noted in the percentage paid to wages and the percentage devoted to profit and minor expenses, although the increase is in favor of the latter, the percentage rising from 48.49 in 1905 to 49.18 in 1906, and the percentage paid to wages falling slightly, 51.51 in 1905 and 50.82 in 1906. The percentage of profit and minor expense fund of capital devoted to production was relatively larger in 1906, 49.19 as against 45.95 in the previous year.

The facts for Paper are given in the next table.

Table XLVII.

*Paper.* [Comparison for 87 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$26,966,761	\$26,830,719
Value of goods made (gross product), . . . . .	\$36,244,054	\$39,080,029
Value of stock used and other materials consumed in production, . . . . .	\$21,298,649	\$23,036,629
Industry product (gross product less value of stock and materials), . . . . .	\$14,945,405	\$16,043,400
Wages (labor's direct share of product), . . . . .	\$6,062,849	\$6,392,865
Profit and minor expense fund (industry product less wages), . . . . .	\$8,882,556	\$9,650,535
Percentage of industry product paid in wages, . . . . .	40.57	39.85
Percentage of industry product devoted to profit and minor expenses, . . . . .	59.43	60.15
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	32.94	35.97

As in Metals and Metallic Goods, the variations between 1905 and 1906 are only fractional. The percentage of industry product paid in wages declined from 40.57 in 1905 to 39.85 in 1906 and the percentage devoted to profit and minor expenses increased slightly, 59.43 in 1905 and 60.15 in 1906. The percentage of profit and minor expense fund of capital devoted to production was 35.97 in 1906 as against 32.94 per cent in 1905.

The next table relates to Woolen Goods.

Table XLVIII.

*Woolen Goods.* [Comparison for 145 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$34,515,233	\$34,802,057
Value of goods made (gross product), . . . . .	\$59,533,901	\$60,718,658
Value of stock used and other materials consumed in production, . . . . .	\$34,428,856	\$35,901,882
Industry product (gross product less value of stock and materials), . . . . .	\$25,105,045	\$24,816,776
Wages (labor's direct share of product), . . . . .	\$11,167,212	\$11,275,391
Profit and minor expense fund (industry product less wages), . . . . .	\$13,937,833	\$13,541,385
Percentage of industry product paid in wages, . . . . .	44.48	45.43
Percentage of industry product devoted to profit and minor expenses, . . . . .	55.52	54.57
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	40.38	38.91

In Woolen Goods, as in Metals and Metallic Goods and Paper, only fractional variations appear, a slight gain being shown in favor of labor. The percentage of industry product paid in wages rose from 44.48 in 1905 to 45.43 in 1906 and the percentage devoted to profit and minor expenses declined slightly, 55.52 in 1905 and 54.57 in 1906. The percentage which the profit and minor expense fund formed of capital devoted to production declined also, 40.38 in 1905 and 38.91 in 1906.

The final table is for Worsted Goods.

Table XLIX.

*Worsted Goods.* [Comparison for 45 Establishments.]

CLASSIFICATION.	1905	1906
Amount of capital devoted to production, . . . . .	\$37,055,928	\$38,876,182
Value of goods made (gross product), . . . . .	\$60,411,605	\$64,328,151
Value of stock used and other materials consumed in production, . . . . .	\$38,849,302	\$42,322,193
Industry product (gross product less value of stock and materials), . . . . .	\$21,562,303	\$22,005,958
Wages (labor's direct share of product), . . . . .	\$8,700,925	\$9,921,716
Profit and minor expense fund (industry product less wages), . . . . .	\$12,861,378	\$12,084,242
Percentage of industry product paid in wages, . . . . .	40.35	45.09
Percentage of industry product devoted to profit and minor expenses, . . . . .	59.65	54.91
Percentage of profit and minor expense fund of capital devoted to production, . . . . .	34.71	31.08

In this industry, from the standpoint of labor, material gain is shown in 1906 over 1905, the percentage of industry product paid to wages advancing from 40.35 in 1905 to 45.09 in 1906. A corresponding decrease appears, therefore, for profit and minor expenses, the percentage falling from 59.65 in 1905 to 54.91 in 1906, and the percentage which this profit and minor expense fund formed of capital devoted to production shows decrease also, 34.71 in 1905 and 31.08 in 1906.



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PART V.

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FIRST ANNUAL REPORT

OF THE

CHIEF OF THE BUREAU OF STATISTICS OF LABOR

ON THE

STATE FREE EMPLOYMENT OFFICES

FOR THE

Fiscal Year Ending November 30, 1907.





## PART V.

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### FIRST ANNUAL REPORT ON THE STATE FREE EMPLOYMENT OFFICES.

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The Legislature of 1906 passed an Act (Chapter 435) "to provide for the establishment and maintenance of free employment offices in certain cities." The text of this Act is as follows:

SECTION 1. There shall be established and maintained, under the care and direction of the chief of the bureau of statistics of labor, in such cities as may be selected after proper investigation by said bureau, and with the approval of the governor and council, offices for the purpose of bringing together those who seek employment and those who desire to employ.

SECTION 2. The chief of the bureau of statistics of labor is hereby authorized and directed to organize and establish within three months after the passage of this act, in the city or cities selected, a free public employment office, which office shall be provided with suitable rooms, furniture and equipment required for the transaction of the business provided for in this act, and shall appoint a superintendent and clerk for each of said offices, to discharge, under the direction of said chief, the duties hereinafter set forth, or which may be required by said chief.

SECTION 3. It shall be the duty of such superintendents to receive and record in properly arranged books, devised by the bureau of statistics of labor, all applications from those seeking employment and also from those desiring to employ, and to take such other action as may be deemed best by the chief of said bureau to promote the purpose of said offices. Such records shall show plainly in brief the qualifications of all applicants and such other facts as shall be deemed necessary by the chief of said bureau, who shall furnish to each superintendent all such record books, forms, blanks, or other stationery and postage as may be required in conducting the office. Each superintendent shall plainly indicate by a proper sign or signs the location of his office, and he shall be allowed such additional clerical assistance as the chief shall deem necessary.

SECTION 4. No fees, direct or indirect, shall in any case be taken from those seeking the benefits of the offices herein provided for.

SECTION 5. The privilege of registration shall be confined to residents of the Commonwealth. Proof of residence, when necessary, may be required from a selectman of a town or the mayor of a city.

SECTION 6. Each superintendent shall make to the chief of said bureau a semi-weekly report of such applications for labor or employment as may be registered in his office, with such details as may be required by the chief. The said chief shall cause all such reports to be printed at regular intervals and to be exchanged between the said offices, and shall supply them to the newspapers and to citizens upon request; and the several superintendents shall cause such reports to be posted in a conspicuous place in their offices so that they may be open to public inspection.

SECTION 7. Any clerk or superintendent who directly or indirectly charges or receives any fee in the performance of his duties shall be deemed guilty of a misdemeanor, and shall be subject to a fine of not more than one hundred dollars, or to imprisonment in the county jail for a term not exceeding thirty days. Such fine or imprisonment shall disqualify him from holding further connection with said offices.

SECTION 8. There shall be paid out of the treasury of the Commonwealth, on the approval of the chief of the bureau of statistics of labor, for salaries and for contingent expenses in connection with such free employment offices and for the expenses of the bureau of statistics of labor in connection with the requirements of this act, a sum not exceeding five thousand dollars. The annual salary of the superintendents and clerks shall be fixed by the chief of said bureau, with the approval of the governor and council.

The Act was approved by His Excellency the Governor May 31, and the then Chief of the Bureau, Mr. Charles F. Pidgin, instituted a comprehensive inquiry to ascertain what cities might most properly be selected for the establishment of the offices in question. It was apparent from the outset that Boston, the metropolis of the State, with its large tributary suburban population, was the city in which the establishment of a free employment office would be most likely to meet a real demand and hence be most likely to justify this new departure in the State's activities, as authorized by the Legislature. The fact, also, that the law had provided for the purpose of carrying out its provisions an appropriation not exceeding \$5,000 virtually made prohibitive the establishment at that time of any offices outside of Boston.

The Governor and Council, therefore, on October 24, 1906, authorized the Chief of the Bureau to establish an office in

Boston, and this was done, quarters being secured in a spacious store building well suited for the purpose at 8 Kneeland Street. Mr. Walter L. Sears was selected by the Chief of the Bureau to be superintendent of the office and Mr. G. Harry Dunderdale to be chief clerk, their salaries being fixed by vote of the Governor and Council, in accordance with law, at, respectively, \$1,500 and \$1,200 per annum. The Civil Service Commissioners took the ground that the appointments should be made in accordance with civil service regulations, but at the time the office was opened, on December 3, there was no eligible list from which the appointments could be made, and Messrs. Sears and Dunderdale were accordingly given provisional appointments. In January, however, the commissioners established a special eligible list for free employment office service and held an examination therefor. Messrs. Sears and Dunderdale having passed this examination, and having been certified by the commissioners to the Chief of the Bureau as eligible for permanent employment, were appointed accordingly.

On July 30, 1907, the Legislature having in the meantime appropriated \$25,000 for the maintenance of free employment offices, and this sum being, in the judgment of the present Chief of the Bureau, who took office on July 8, sufficient to maintain the Boston office for the current year and two outside offices for the remainder of the year, the Governor and Council authorized the establishment of offices at Springfield and Fall River. The Springfield office was opened on September 4, at 37 Bridge Street, in quarters that had been furnished by the city free of rental, with Mr. Morrison D. Montague of Springfield as superintendent. The Fall River office was opened October 1, at the Bradford-Durfee Textile School, the trustees of that institution also having offered quarters free of rental. Mr. Frederic J. Gagnon was appointed superintendent of the Fall River office, the appointments of Messrs. Montague and Gagnon being made, in compliance with civil service rules, from the eligible list.

This report, therefore, covers the work of the Boston office for a complete fiscal year, namely, from December 3, 1906, to the close of business on November 30, 1907. Figures are also presented covering the work of the Springfield office for the



three months in which it had been in operation and for the Fall River office for the two months in which it had been in operation when the fiscal year closed. These two offices have been doing business for so short a time that the records of the service they have rendered do not afford a sufficiently substantial basis for drawing definite conclusions. A full year's business at the Boston office, however, furnishes certain data which are submitted as having some genuine value.

The real test of the efficiency of an employment office is, in the last analysis, its success in securing positions for those who need employment and in assisting employers to find help which they desire. The free public employment offices are established, to quote the language of the statute, "for the purpose of bringing together those who seek employment and those who desire to employ," and without charge or cost, direct or indirect. The public office does not, therefore, and in the nature of the case cannot, any more than any private agency can, guarantee employment to the unemployed, nor can it guarantee to furnish the help desired to employers. But while its primary function consists in bringing the two together, it is in duty bound to do this as intelligently and as skilfully as possible, and with a view to producing the best results for the benefit both of those seeking employment and of employers desiring help. It would be a useless proceeding for one party to the prospective bargain, quite as much for the other, to send applicants for employment to employers unless there is considered to be a fair chance of the two being able to arrange a bargain. The office, therefore, while it cannot provide employment in the sense of guaranteeing it, is bound to do its utmost to pave the way for the making of a satisfactory arrangement between the two parties.

IIappily it is with respect to this, the most important work of the offices and to which the crucial test of their efficiency must be applied, that we are able to furnish certain specific recorded facts. In many of the free employment offices maintained at public expense in other States, their function is regarded as filled when an applicant for employment is sent to an employer with an introduction. The achievements of an office,

when exploited in this broad fashion, make a formidable showing in its statistical reports, although it be confessed that no pretense is made of following the applicant for employment after he has left the office with a card of introduction to an employer. When these statistics of "positions offered" and "positions filled" are used synonymously, a position is recorded as "filled," so far as the office is concerned, when an applicant for employment has been offered a situation. But such statistics, for the reason that they do not show, even approximately, how many positions have actually been filled, shed no light on the real results of the maintenance of the office.

From the beginning, the records of the Boston office have been kept on a much more comprehensive and intelligible basis. It is, of course, impossible to keep an accurate record of positions actually filled, the office being necessarily dependent for its information in this respect upon the faithfulness with which applicants for employment and employers make returns to the office of the results of their meetings. We make every effort, however, to impress upon both parties the duty they owe the office in this respect, with the result that the reports of positions filled can safely be regarded as accurate so far as they go. That there are, however, many positions filled through the ministrations of the office of which no report is made by either beneficiary is altogether probable.

The figures showing the number of positions filled, therefore, may safely be regarded as well within the facts, and, being furnished by the parties benefited, are in no sense dependent upon the individual judgment or discretion of the clerks of the office. They constitute a class of data which is furnished to the office by its patrons, the office merely tabulating the returns as they come in. To use these figures as a basis of ascertaining the efficiency of the office is, therefore, to apply a perfectly unbiased test, and if the result should be deemed to have demonstrated the success of the office, it cannot be charged to any factor over which the management has any influence other than that which flows from an effective administration.

The following table gives a summary of the work of the Boston office for the fiscal year ending November 30, 1907:

TABLE I. — *Summary of the Business of the Boston Free Employment Office for the Year Ending November 30, 1907.*

CLASSIFICATION.	Males	Females	Total
<b>Number of Registrations for Employment:</b>			
Skilled, . . . . .	9,383	4,018	13,401
Unskilled, . . . . .	19,129	7,955	27,084
Boys, . . . . .	4,425	-	4,425
Totals, . . . . .	32,937	11,973	44,910
Number of Individuals who Registered only once for Employment,	21,495	8,326	29,821
Number of Individuals who Registered more than once for Employment, . . . . .	3,855	1,274	5,129
Total Number of <i>Individuals</i> Registering for Employment, . . .	25,350	9,600	34,950
Number of Applications from Employers who wanted only one person,	. . . . .	. . . . .	18,138
Number of Applications from Employers who wanted more than one person, . . . . .	. . . . .	. . . . .	3,503
Total Number of <i>Applications</i> from Employers, . . . . .	. . . . .	. . . . .	21,641
Number of <i>Applications from Employers for Help</i> (Classified): <sup>1</sup>			
Skilled, . . . . .	2,822	1,535	4,357
Unskilled, . . . . .	6,976	7,842	14,818
Boys, . . . . .	2,466	-	2,466
Totals, . . . . .	12,264	9,377	21,641
Number of Employers who Applied for help only once, . . . . .	. . . . .	. . . . .	4,963
Number of Employers who Applied for help more than once, . . . . .	. . . . .	. . . . .	3,569
Total Number of <i>Individual Employers</i> who Applied for help, . . . . .	. . . . .	. . . . .	8,532
Number of <i>Persons Applied for</i> by Employers:			
Skilled, . . . . .	5,502	4,689	10,191
Unskilled, . . . . .	11,244	9,042	20,286
Boys, . . . . .	3,219	-	3,219
Totals, . . . . .	19,965	13,731	33,696
Number of Positions Offered:			
Skilled, . . . . .	8,520	4,974	13,494
Unskilled, . . . . .	16,439	9,496	25,935
Boys, . . . . .	5,447	-	5,447
Totals, . . . . .	30,406	14,470	44,876
Number of Individuals to whom one Position only was offered, . .	11,649	5,578	17,227
Number of Individuals to whom more than one Position was offered, . . . . .	3,647	2,794	6,441
Total Number of <i>Individuals</i> to whom Positions were offered, . .	15,296	8,372	23,668
Number of <i>Positions</i> Reported Filled, . . . . .	8,671	5,809	14,480
Number of Individuals for whom one Position was secured, . . . .	5,168	4,395	9,563
Number of Individuals for whom more than one Position was secured, . . . . .	632	512	1,144
Total Number of <i>Individuals</i> for whom Positions were secured, . .	5,800	4,907	10,707
Number of Trade Union Members Registering for Employment, . .	. . . . .	. . . . .	750
Number of Trade Union Members for whom Positions were secured, .	. . . . .	. . . . .	441

<sup>1</sup> The figures for sex in this presentation are for sex of help wanted, *not* the sex of the employers.

Taking the number of positions reported as actually filled during the year at the Boston Free Employment Office as a standard by which to judge the results of the establishment of

the office, we find a total of 14,480. The aggregate number of positions for which help was wanted was, as shown by the above table, 33,696, so that it appears that the office furnished help to the extent of 43 per cent of the aggregate demand made by employers. The number of individuals for whom one position was secured was 9,563, and the number of individuals for whom more than one position was secured was 1,144, making a total of 10,707 different individuals who were furnished with employment during the year. The difference between the aggregate number of positions filled, 14,480, and 10,707, namely, 3,773, represents the aggregate number of positions furnished to the 1,144 individual persons who were given employment more than once during the year; that is to say, these 1,144 persons were each given an average of between three and four positions in the 12-month period. There was thus a daily average of (eliminating fractions) 47 positions secured for applicants for employment for each of the 304 working days during the fiscal year, while the registrations for employment averaged approximately 148<sup>1</sup> per day and the number of persons called for by employers to fill available positions averaged 111 per day.

Separating the cost of equipment and of maintenance and apportioning the expenditures for the three offices (at Boston, Springfield, and Fall River) as carefully and accurately as possible between them, it appears that the total expense incident to the establishment and maintenance of the Boston office to November 30, 1907, was \$22,853.80, of which \$3,288.97 was for equipment and \$19,564.83 for maintenance. (See Tables XV and XVI, pages 447, 448 of this report.) Eliminating the expenditures for equipment as capital cost, it appears that there has been an expenditure of \$19,564.83 in procuring 14,480 *positions* for persons seeking employment, or a cost per *position* secured of \$1.35, taking the year's expenditures as a whole. Of the year's expenditure for maintenance of the Boston office, however, \$13,258.86 was expended during the first seven months of operation, that is, up to June 30, 1907, an average cost per month for maintenance of \$1,894.12, during which period the

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<sup>1</sup> This figure, unfortunately, is not exactly accurate, owing to the manner in which the record of registrations was kept during the early months of the year.



number of positions recorded as secured was 8,480, a per capita cost of \$1.56. Since July 1, however, the cost of maintenance for the five months has been \$6,305.97, or an average per month of \$1,261.19, a decrease in the cost of maintenance which has reduced the cost per capita per position secured during the latter period to \$1.05.

The cost of the equipment and maintenance of the three offices, together with cost per capita of positions secured based upon the maintenance cost during the period of operation, are brought together in the following tables:

TABLE II. — *Cost of Equipment and Maintenance.*<sup>1</sup>

CITIES.	Equipment	Maintenance	Totals
Boston, . . . . .	\$3,288.97	\$19,564.83 (12 mo.)	\$22,853.80
Springfield, . . . . .	313.23	655.16 ( 3 mo.)	968.39
Fall River, . . . . .	342.18	391.22 ( 2 mo.)	733.40
TOTALS, . . . . .	\$3,944.38	\$20,611.21	\$24,555.59

<sup>1</sup> For details see Tables XV and XIX, pages 447, 449.

TABLE III. — *Cost of Maintenance and Cost per Capita of Positions Secured.*<sup>1</sup>

CLASSIFICATION.	Maintenance	Average per Month	Number Positions Secured	Per Capita
Boston:				
Dec. 3, 1906, to June 30, 1907 (7 months), . .	\$13,258.86	\$1,894.12	8,480	\$1.56
July 1, 1907, to Nov. 30, 1907 (5 months), . .	6,305.97	1,261.19	6,000	1.05
TOTALS FOR BOSTON OFFICE, . . . .	\$19,564.83	\$1,630.40	14,480	\$1.35
Springfield:				
Sept. 4 to Nov. 30 (3 months), . . . . .	655.16	218.38	796	0.82
Fall River:				
Oct. 1 to Nov. 30 (2 months), . . . . .	391.22	195.61	234	1.67
TOTALS FOR THREE OFFICES, . . . .	\$20,611.21	\$1,717.60	15,510	\$1.33

<sup>1</sup> For details by months see Tables XVI, XVII, and XVIII, pages 448, 449.

The Springfield office was opened September 4 and had, therefore, up to the close of the fiscal year been in operation three months or 75 working days. The Fall River office was opened October 1 and had been in operation up to the close of the fiscal year two months or 52 working days. The quarters occupied by the Fall River office in the Textile School building are somewhat larger than those which were secured in Springfield, and the first cost of equipment of the Fall River office

was a trifle more. The Springfield office has done a considerably larger business, necessitating more printing and more of an outlay for clerical assistance. The Springfield office has, however, procured positions since it was opened at the rate of 10 $\frac{3}{4}$  per day, and the cost per position secured has been brought down to 82 cents. In Fall River the number of positions secured has averaged 4 $\frac{1}{2}$  per day, so that, although the running expenses of the Fall River office have been less than those of the Springfield office, the cost per position secured has been, thus far, \$1.67.

The fact that the Fall River office has not done so much business as the Springfield office cannot be justly charged to any failure of that office to meet, with fidelity and efficiency, situations with which it has had to deal. The discrepancy is due to a great difference in local conditions, for although the Fall River office has stood quite as ready to serve its constituency as has the Springfield office, it is being maintained in a field which is not at all comparable with Springfield. The latter is a city of diversified industries, and since the office opened there more unemployment has existed in the aggregate and also a greater demand for help in the aggregate from employers. This condition, which has prevailed during the past Autumn season, seems likely to be continuously the normal condition of affairs so long as cotton manufacturing continues prosperous.

The overwhelming mass of employment in Fall River is in the textile mills and, as a rule, employment is general there, or there is practically no employment. The industrial life of Fall River is concentrated in these mills, and the Manufacturers' Association has a working agreement with the textile unions which maintain their own central headquarters, and these serve, to a certain degree, the purposes of an employment bureau. The field of operation of the Fall River office would seem to be naturally much more restricted than that of the Springfield office, and its chief usefulness is therefore not unlikely to be, in a large measure, confined to the comparatively few occupations which are not connected with the mills and to domestic service. But no conclusive judgment upon the success of either of the two outside offices should be

attempted until they have been in operation at least a year. The Boston office, however, may now be judged upon the basis of a year's results in the metropolitan field, and the statistics which set forth these results are presented in this report and their chief significance pointed out.

The present Chief of the Bureau had no part officially in the promotion of the legislation for the establishment of free employment offices by the Commonwealth. It is my judgment, however, after a careful study of the work of the Boston office as shown in the records covering a year's business, and after a consideration of its possibilities of future usefulness to employers as well as to those who are seeking employment, that this office has justified its existence and may fairly be regarded as having passed the experimental stage. The other offices must respond, in the last analysis, to the same tests of usefulness to the community that have been applied to the Boston office, and must, unless it be held that they should be maintained as charities, be similarly judged by the results of operation.

The movement for the establishment of free public employment offices throughout the country, which has now found a foothold in 15 States,<sup>1</sup> appears to have been given its principal impetus by the trade unions. It is, therefore, an interesting fact that of the 34,950 individuals who registered at the Boston office for employment during the year, the records show only 750 members of trade unions as seeking employment.<sup>2</sup> The explanation of this as given by the trade unionists is that membership in the union affords a certain protection against unemployment, and while their advocacy of a system which seems in practical operation to benefit chiefly non-unionists is asserted to be due to a desire to have the State render a service to humanity as a whole, and while this may be, of itself, a laudable motive for urging the establishment of such offices, it would seem that the movement can afford to stand upon its

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<sup>1</sup> According to the information on file in this office, free employment offices are maintained by the State in Connecticut, Illinois, and Ohio, which have five offices each; Massachusetts, Missouri, and Wisconsin, three each; Michigan, two; and Kansas, Maryland, Minnesota, Montana, Nebraska, and West Virginia, one each; a total of 32 offices maintained by the State. Besides these, Minnesota, Montana, and Wisconsin each have one free office maintained by a municipality, and California and Washington have two and three respectively, maintained by municipalities, making eight maintained by municipalities.

<sup>2</sup> Of this number 441 were given employment.

own record as a social institution rather than be dependent upon the propaganda of an industrial class. From this point of view there appears to be no reason why the outcome need be feared by those who prefer to base their support of the principle involved in such an extension of the functions of the State upon the social utility of the offices.

An imposing array of statistics can be presented as evidence of the work accomplished by our Free Employment Office in Boston, but the more the circumstances are considered under which this kind of work is of necessity performed, the more apparent becomes the fact that it is impossible to measure it with absolute accuracy by purely statistical methods.<sup>1</sup> A slight examination of the statistics of this office will serve as a warning to indicate with what caution deductions should be drawn from them by students of social conditions. This is by no means to say that these statistics furnish no gauge of industrial conditions aside from their more immediate purpose of recording the work of the office, but, leaving aside those defects which experience and study have disclosed and which it is hoped may be remedied in future, there remain certain data from which false inferences might not unnaturally, unless the figures be closely studied, be made. The one important statistical pitfall to be thus avoided in this connection is a failure to properly differentiate between aggregate *registrations* for employment and by employers for help, and the number of *individuals* of both classes actually served. This distinction the public has not always made.

Perhaps the fact most apparent upon the surface of the table showing the registrations by months of persons seeking employment (see Table XI, page 442) is the steady falling off in the number during the latter part of the year. The month showing the greatest number of registrations was December, 1906, when 7,374 applications for employment were recorded; there was a decrease in January to 5,640; in February, to 4,361; in March, the registrations went up to 4,773; in April, to 5,163; then there was a steady decline to November, the last month of the office year, when only 1,105 registrations were recorded. But it would be a grievous error to assume that the

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<sup>1</sup> This statement applies with equal, and indeed in many cases with even greater, force to the records of similar offices maintained in other States.



drop from nearly 7,400 registrations in the first month of the year to 1,105 in the last month was a barometric reflection of conditions of employment throughout the industrial territory served by the office, or that it indicated a wholesale falling off in its patronage. On the contrary, as will be seen from a glance at the column showing the number of positions offered, it appears that the office offered fewer positions to the unemployed during December, 1906, than in any month of the year, not even excepting November, the month of fewest registrations, during which month indeed there were more than twice as many positions offered as there were registrations for employment. The greatest number of positions offered, it will be observed, was in September, — 4,689.

The explanation of the excessive number of registrations in the earlier months of the year is, however, simple. The most obvious reason is the newness of the office at that period, — when it first opened there was a great rush of applicants for employment, many of them persons doubtless already employed who fancied that by taking advantage of this opportunity they might get new positions better to their liking; and, although there was a considerable force of clerks, they were fairly overwhelmed with business. Partly because of their inexperience and partly, perhaps, because of an undue enthusiasm to make a record and to have the work of the office loom large in the returns, there is ground for the belief that there were some duplications in the registrations of a character such as later, when the work of the office became better systematized, did not occur. If a man registers for employment, and is informed that there is nothing at hand that can be offered him, it seems not only an unnecessary clerical duty to impose on the office but an absurdity from every point of view to re-register him each time he calls at the office — perhaps daily — and to count each such appearance in the office statistics as a separate registration. To just what extent the value of the figures purporting to show registrations of applicants for employment may in fact be vitiated by such duplications it is, unfortunately, impossible to determine. Suffice it to say that since June an effort has been made to effect a remedy in this particular, and

it is hoped that further progress toward approximate accuracy may be made during the coming year.

The total number of registrations for employment for the 12-month period under consideration, as shown by the records of the office, was 44,910, but this, as we have pointed out, should not be confused with the number of individual persons registering. These numbered, in the aggregate, 34,950, of whom 29,821 registered only once and 5,129 registered more than once. It has not been deemed necessary to tabulate these data in detail so as to show how many persons registered twice, or three times, or four times, etc., during the course of the year. It is sufficient to observe that the 5,129 persons who registered more than once, registered, in the aggregate, 15,089 times, or an average of nearly three times each during the year, thus making up the total of 44,910 registrations.

The next feature of these statistics which deserves careful consideration before an inference should be drawn from them is the record of "positions offered" and which has been incidentally referred to above. It appears that the total number of positions offered male applicants for employment during the year was 30,406, and the total number of positions for the female applicants was 14,470, a grand aggregate of 44,876. But does this mean that positions were offered to 44,876 persons during the year? By no means. These figures cover many instances where several different positions have been offered to a single individual. It is manifestly perfectly proper to count the same person more than once as a separate individual served if, after holding a position which has been secured for him through the office for a certain length of time, he has lost it, perhaps through no fault of his own, and secures employment through the office again; but, in the case of a person who is offered several different positions before finally securing any employment whatever, the number of different positions that may have been offered him simply indicates the faithfulness with which the office tries to meet his particular needs and qualifications. The excess of the number of offers thus made over the number of individuals to whom these offers have been made is the register which records the industry of the

superintendent and clerks in their endeavors to be of real service to the unemployed.

Hence, while it appears that there were during the year 44,876 separate offers of positions to applicants for employment (nearly one, it will be observed, for each of the 44,910 separate *registrations*), there were, as a matter of fact, 23,668 individual persons to whom this aggregate number of offers was made. Of these 23,668 persons, 17,227 had only one position offered them, while 6,441 were each offered more than one position; and while the total number of registrations was 44,910, this number appears to have been nearly 10,000 in excess of the number of individuals who registered, namely, 34,950. Thus of this number of *individuals* who registered for employment, the office was able to offer one or more positions to 23,668, while to 11,282 it was unable to offer employment. While, therefore, the number of positions offered, 44,876, is seen to be a measure of the fidelity of the office in serving the 34,950 individual applicants for employment, the number of positions available must also be taken into account in the calculation. This number, as may be seen from the column giving the number of persons called for by employers, was 33,696, that is, it was 1,254 less than the total number of *individuals* who registered for employment during the year and 11,214 less than the aggregate number of *registrations*.

These figures giving the number of registrations for employment, the number of individuals thus registering, the number of positions offered to the numerous applicants, and the number of individuals to whom positions have been offered bear upon the labor supply. Let us now turn to the demand for help in the labor market during the year as reflected by the work of this office. It appears that the office has been patronized by 8,532 individual employers, firms, or corporations, and while this total includes many housewives making applications for domestic service, it also includes a gratifying proportion of mercantile establishments, factories, and institutions of various kinds in the metropolitan district of Boston and, in many instances, beyond. Of these 8,532 employers applying for help, 4,963 applied once during the year and 3,569 more than once. They made in the aggregate, however, 21,641 applications, of which

18,138 were for one person only and 3,503 for more than one person. But the aggregate number of positions for which help was wanted and which were, therefore, at the disposition of the office to fill from this list of registrations, if possible, was 33,696.

Thus, the total number of positions for which help was wanted being 33,696, of which 18,138 were offered by employers who wanted one person only, the remainder, namely, 15,558, represents the aggregate amount of help wanted by the 3,503 employers who wanted more than one person; that is to say, these 3,503 employers called for an average of four persons each. It is further to be noted that of the aggregate number of positions for which help was wanted (33,696), 19,965 were positions for which male help was required and 13,731 were positions for which female help was required. For these 19,965 positions for male help, the office had, in the aggregate, 25,350 males registered with whom to try to satisfy the registering employers; and it had a supply of 9,600 females with whom to supply the demand for 13,731.

It must, of course, be borne in mind and due allowance made therefor that the figures quoted above furnish only an approximate comparison of supply with demand, and that it is impossible, in giving a summary for the year's business, to make aggregates serve as a strictly accurate indication of conditions which are fluctuating more or less according to different seasonal periods, and are also likely to vary greatly in different occupations and trades. Obviously, it is a condition of no significance as bearing upon their immediate necessities if 40 men accustomed to sedentary and clerical labor register at the Free Employment Office for positions, and the office is able to offer only a given number of positions as blacksmiths or expert machinists. If all the holes are round and two-thirds of the pegs at hand are square, only one-third of the holes can be properly fitted, and the effort to adjust the remaining pegs and holes to each other will result in misfits. It is such facts as these relative to the supply and demand of the labor market that can be brought out only by a somewhat elaborate classification of the work of the office.

The necessity of resolving the aggregates of Table I on page



420 into their component parts, before one is justified in making specific and conclusive statements relative to industrial conditions as viewed from the standpoint of the labor supply, must therefore be apparent. The labor supply is classified at the Boston Free Employment Office, first, by sex, and then according as it is skilled or unskilled; and for the males a third classification is made, namely, "boys." Hence a tabular presentation of the work of the office according to this classification and by months is given, in order that a basis may be furnished for a more comprehensive study of supply and demand in the labor market. (See Tables IV-XI, pages 437-442.) Such a study, however, it has to be frankly admitted, would be much more informing as to social conditions if an accurate and detailed classification of skilled and unskilled labor by trades and occupations could also be given. This is not practicable at the present time, and indeed the extent to which it will ever be possible is doubtful, though an attempt in this direction has been made in Table XIV (pages 445-447).

The suggestion that a nominal fee (10 or 25 cents) should be charged for the registration of applicants for employment at offices maintained by the State is often made. The principal argument in behalf of this proposition is that "a better grade of employees would be obtained and the undesirable ones kept out of the office" if a fee were asked. Some employers have complained that in offices where no fees are charged there is a resulting tendency to make the employees too independent, since they feel that they can leave the employer whenever they choose without reasonable notice and readily obtain a new position without cost, the net result being to make help shiftless and migratory. This theory has been found, upon investigation, to be based upon individual instances of unfortunate experiences in obtaining help from the Free Employment Office, and only illustrates the not unnatural disposition of most men to draw broad conclusions from purely personal experiences, — manifestly insufficient evidence. But bearing upon this very point, there are fully as many letters on file in the office of the Bureau from employers who have patronized with satisfaction the Free Employment Office, and who attribute the good quality of the service rendered to the absence of a fee, as there are contentions

to the effect that the service could be improved by the charging of a fee.

Moreover if a fee is to be charged, the question at once arises — shall it be paid in advance simply for the privilege of registering or shall it be collectable only when employment has been secured, and in justice to the applicant for employment, if the latter plan should commend itself, how can collection be enforced? Private intelligence offices which do not exact a fee in advance merely for registration are obliged to hire collectors. The charging of a fee, on any basis, by the State free employment offices would involve additional clerical work and, while the extra cost of this might partially be offset by the receipts, it is doubtful whether enough could be collected to materially reduce the net cost of maintenance. Nothing, therefore, would probably be gained in administration financially by the charging of a fee. It is doubtless true that a small fee might result in discouraging a certain number of habitués of the office who are not seekers for bona fide employment from taking up the time of the registration clerks uselessly, but whether any advantage that might accrue from the introduction of the system would be sufficient to offset the additional labor that would be involved in the exaction of fees and the proper accounting for them is not so clear; and this without attempting to enter upon a discussion of the subject from a broader point of view.

The experience of the Boston Free Employment Office, in short, does not justify the theory that its defects, whatever they may be, would be materially remedied by the exaction of a fee from applicants for employment, nor does this experience furnish any substantial basis for the theory that capable and skilled help out of employment are disposed to refrain from using the office on the ground that it is a charitable institution, which they cannot, in due deference to instincts of self-respect, patronize. It is a fallacious assumption, moreover, that the mere fact of the possession of the amount that might be required as a fee can be relied upon as bearing any direct relationship to the qualifications of the applicant. Since the Boston office was opened, 8,532 employers have registered their wants there, and scores, including many of the largest manufacturing and mercantile concerns of Massachusetts, have taken the trouble to write to the

Bureau in approving terms of the service rendered and have made friendly suggestions for its improvement. These facts would seem to be fairly conclusive evidence that the service rendered by the office to employer and employee alike is entitled to judgment on its merits as a legitimate public enterprise of real economic value to the community and should not be regarded merely as a charity maintained from a philanthropic impulse to provide employment for the unemployed, though the office has unquestionably saved many thousands of dollars in the aggregate to deserving patrons by not charging any fees.

In my judgment there is no necessary relationship between the charging of a fee and the quality of service, and if there were, it is extremely unlikely that the condition would be altered in any material degree by demanding only a nominal fee such as has been suggested. I am of the opinion that, after proper training and experience, the managers and clerks at the free employment offices maintained by the State can adjust the qualifications of applicants for employment to the needs of employers calling for help quite as skilfully as can be done by the private employment agencies. So far as the problems of the office are solvable, they are so through proper management and the securing and retaining of the confidence and good-will of the employing public as the result of efficient service.

Another matter which has been brought up for consideration from time to time is the question of the desirability of requiring applicants for employment to furnish responsible recommendations and the contention that the office should send them to employers only after a careful investigation of these references. Here, again, the adoption of such a plan on as comprehensive a scale as would be absolutely necessary in order to make it approach the desired efficiency would involve a great and incalculable item of expense in the conduct of the office. Waiving that point, however, there remains to be considered the important question of the responsibility of the Commonwealth to the employer under such circumstances. I believe, after a careful consideration of this matter, that the State is not justified in taking upon itself the obligation of guaranteeing the reliability of an applicant for work whom it sends to an employer; for, if no guarantee is made, no legal responsibility

is incurred. Moreover, aside from the question as to whether the State should undertake to guarantee references as is done by certain private agencies, the intrinsic value of references is a matter of grave doubt. Almost any man can get some kind of a reference, and the average employer, though he cannot continue on his pay-roll a needless employee or one whom he deems inefficient, is, nevertheless, very apt to be sufficiently well-disposed to feel that the man is at least entitled to a kind word. He argues to himself: "This man can no longer be of any service to me in my business, but if he can obtain employment elsewhere I surely have no objection and I do not know that I am called upon to prejudice his case with others by pointing out his defects."

To contend that the free employment offices are not justified in attempting to guarantee references and, further, that such references are often of comparatively little real value when given is not, however, to be construed as absolving the offices from the duty of furnishing each party to the transaction of employment as full information about the other as is possible under the circumstances. There is a moral responsibility, to employers and applicants for employment alike, of assisting each party in every proper way to reach a satisfactory bargain, intended to result in as permanent an alliance as possible. It would be manifestly unfair to the employer, and evidence of inefficiency on the part of the public employment office, if the office were to send him a miscellaneous assortment of applicants for work without regard to their proper fitness to fill the particular positions available. And this would be no more unfair to the employer than to the seeker for employment. Thus, while the offices cannot undertake to guarantee, or even to verify, references given by applicants for employment, they nevertheless make a practice of asking each applicant for employment to furnish some information which is, in reality, in the nature of a reference, even though it be no more than a mere statement as to where and by whom he or she was last employed. These data, together with the other statements made by the applicant in registering, are given to the employer for his information if he desires it. The applicant, on the other hand, is likewise given such information as the office has concerning employers



who may have vacancies available; and if the employer is seeking help to take the places of employees who have gone on strike, the applicant is informed of this fact.

Statistics which attempt to show the extent of unemployment are sometimes apt to be misleading if they take no account of the causes thereof. The free employment office is not concerned primarily with the adjustment of social conditions or the settlement of labor controversies. If an employer says that he has plenty of work for men if they will take it, but the conditions of employment which he lays down are such that men who may be out of work will not accept his terms, this is manifestly a condition for which the free employment office cannot be responsible; nor can it undertake to state whether the fault for a prevailing condition of unemployment in such instances lies with the employer or with the employee.

The language of the act setting forth the functions of the free employment offices seems, therefore, to have been exceptionally well conceived when it provided that these offices should be established "for the purpose of bringing together those who seek employment and those who desire to employ." The administration of the offices is assuredly bound, under the law, to do everything possible to "bring together," without any expense to either party, those who seek employment and those who desire to employ. Having brought them together, the State's legal function and duty in the transaction ends. The two parties must make their own bargain. If the applicant is unwilling to accept an employer's offer because of the terms attached to it, or if the employer is unwilling to hire an applicant because of certain stipulations which the latter may wish to make as to terms of his acceptance, the failure of the two to make a bargain may be a matter of regret for either or both parties; and if this failure to make satisfactory bargains extends to and comprehends large bodies of organized workmen on the one hand, and compactly organized bodies of employers on the other, the situation is deplorable. But the free public employment office cannot be expected to cope with it, nor is the office in any sense organized for this purpose. Other agencies for dealing with problems of unemployment growing out of difficulties between employers and employees on matters of policy in their mutual

relations have been provided by law, and also exist in such extra legal bodies as the Civic Federation.

One of the most difficult problems with which the free public employment offices have to deal, and in common no doubt with the private agencies, is the large number of persons who register for employment but are lacking in suitable equipment for any particular trade or occupation where some degree of skill or experience is required. The efforts to promote technical instruction have largely superseded the old system of apprenticeship abroad, and the tendency in this country is now in the same direction, although it is still true that a young man has much less opportunity here than in Germany or France to learn in a direct way all the details of a trade and thus become a skilled workman. Were it not for the promise which current investigations hold out, we should soon be confronted with a very serious problem — the lack of a sufficient number of skilled workmen ready to do the work that the world is calling for, and, on the other hand, young men walking the streets or performing only ordinary labor. That this fact, however, is gradually becoming more widely appreciated is shown by the number of private schools, where instruction in the technique of various trades and professions is offered, that have come into existence in recent years, and these are constantly being augmented by public vocational schools. Certain private institutions do little more than pretend to teach by correspondence for a stipulated fee, and, after meaningless typewritten or printed lessons are received by mail, the student becomes discouraged and drops the course, forfeiting the amount paid. They all, nevertheless, bear testimony to the increasing recognition of the fact that the average youth who leaves the regular public school without a trade well learned is handicapped in the race for life.

Probably much of crime, poverty, and wretchedness to-day could be traced to the fact that parents do not teach, or — let us be just — have not the means or the opportunity of teaching their children how to become self-supporting. Every child should have an opportunity to learn to do one thing well and should be trained in such a way as to become an effective industrial and social unit, and since this training cannot safely be trusted to private agencies it follows that the field of public

education must be broadened. Nowhere are these facts more apparent than in the daily experience of the free employment offices, and a systematic effort has therefore been made to tabulate these observations in co-operation with our State Commission on Industrial Education. That board can, in view of its special functions, more appropriately present the information, which the Bureau of Statistics of Labor has been most willing to collect for it, than can the Bureau at the present time.

Appended to this report are certain statistical tables referred to in the preceding pages; and also a special report covering the work of the Boston office for the year by the superintendent, Mr. Walter L. Sears, which contains many interesting and valuable observations and is deserving of a careful reading. In this connection I desire to place on record my sincere appreciation of the faithfulness, earnestness, and zealous interest observed in the conduct of the office by both Mr. Sears and the Chief Clerk, Mr. G. Harry Dunderdale.

CHARLES F. GETTEMY,  
*Chief, Bureau of Statistics of Labor.*

## STATISTICAL TABLES.

(Tables I, II, and III may be found on pages 420 and 422, respectively.)

TABLE IV.—*Supply and Demand for Skilled Male Labor. Boston.*

(FROM DECEMBER 3, 1906, TO NOVEMBER 30, 1907.)

MONTHS.	Working Days	SUPPLY	DEMAND			POSITIONS OFFERED	
		Registrations for Employment	Number of Applications from Employers	Aggregate Number of Persons Called For	Daily Average	Number	Daily Average
1906.							
December, . . .	24	935	200	606	25.25	484	20.17
1907.							
January, . . .	27	1,453	282	497	18.41	739	27.37
February, . . .	23	1,052	191	405	17.61	544	23.65
March, . . .	26	1,135	318	905	34.81	849	32.65
April, . . .	25	1,038	317	767	30.68	795	31.80
May, . . .	26	937	271	534	20.54	821	31.58
June, . . .	24	728	215	343	14.29	799	33.29
July, . . .	26	691	223	319	12.27	736	28.31
August, . . .	27	380	221	340	12.59	714	26.45
September, . . .	24	434	259	359	14.96	918	38.25
October, . . .	27	361	216	286	10.59	768	28.44
November, . . .	25	239	109	141	5.64	353	14.12
TOTALS, . . .	304	9,383	2,822	5,502	18.10	8,520	28.03

TABLE V.—*Supply and Demand for Unskilled Male Labor. Boston.*

(FROM DECEMBER 3, 1906, TO NOVEMBER 30, 1907.)

MONTHS.	Working Days	SUPPLY	DEMAND			POSITIONS OFFERED	
		Registrations for Employment	Number of Applications from Employers	Aggregate Number of Persons Called For	Daily Average	Number	Daily Average
1906.							
December, . . .	24	4,456	1,012	2,268	94.50	1,112	46.33
1907.							
January, . . .	27	2,038	332	686	25.41	1,170	43.33
February, . . .	23	1,682	296	481	20.91	1,001	43.52
March, . . .	26	1,928	618	1,133	43.58	1,200	46.15
April, . . .	25	2,322	851	1,316	52.64	1,834	73.36
May, . . .	26	1,971	788	1,251	48.12	1,878	72.23
June, . . .	24	1,291	708	933	38.88	1,487	61.96
July, . . .	26	1,150	671	879	33.81	1,557	59.88
August, . . .	27	740	466	638	23.63	1,390	51.48
September, . . .	24	623	536	718	29.92	1,569	65.38
October, . . .	27	555	441	617	22.85	1,365	50.56
November, . . .	25	373	257	324	12.96	876	35.04
TOTALS, . . .	304	19,129	6,976	11,244	36.98	16,439	54.07



TABLE VI.—*Supply and Demand for Boys.* **Boston.**

(FROM DECEMBER 3, 1906, TO NOVEMBER 30, 1907.)

MONTHS.	Working Days	SUPPLY	DEMAND			POSITIONS OFFERED	
		Registrations for Employment	Number of Applications from Employers	Aggregate Number of Persons Called For	Daily Average	Number	Daily Average
1906.							
December, . . .	24	354	214	286	11.92	366	15.25
1907.							
January, . . .	27	515	294	390	14.44	499	18.49
February, . . .	23	488	230	290	12.61	522	22.70
March, . . .	26	432	324	472	18.15	503	19.35
April, . . .	25	402	319	452	18.08	442	17.68
May, . . .	26	341	259	317	12.19	531	20.42
June, . . .	24	739	126	168	7.00	382	15.92
July, . . .	26	526	96	111	4.27	205	7.89
August, . . .	27	158	119	139	5.15	341	12.63
September, . . .	24	195	249	316	13.16	649	27.04
October, . . .	27	154	163	194	7.19	558	20.67
November, . . .	25	121	73	84	3.36	449	17.96
TOTALS, . . .	304	4,425	2,466	3,219	10.59	5,447	17.92

TABLE VII. — *Supply and Demand for Male Labor — Aggregates — Boston.*

(FROM DECEMBER 3, 1906, TO NOVEMBER 30, 1907.)

MONTHS.	Working Days	SUPPLY		DEMAND		POSITIONS OFFERED		POSITIONS FILLED		Percent-ages of Positions Filled of Number Called For
		Registra-tions for Em-ployment	Daily Average	Number of Applica-tions from Employers	Aggregate Number of Persons Called For	Daily Average	Number	Daily Average	Number	
<b>1906.</b>										
December, . . . . .	24	5,745	239.38	1,426	3,160	81.75	1,362	20.83	500	15.82
<b>1907.</b>										
January, . . . . .	27	4,006	148.57	908	1,573	89.19	2,408	22.44	606	38.53
February, . . . . .	23	3,222	140.08	717	1,176	89.87	2,067	20.17	464	39.46
March, . . . . .	26	3,495	134.42	1,260	2,510	98.15	2,552	29.35	763	30.40
April, . . . . .	25	3,762	150.48	1,487	2,535	122.84	3,071	29.76	904	39.21
May, . . . . .	26	3,249	124.96	1,318	2,102	124.28	3,230	37.88	985	46.86
June, . . . . .	24	2,758	114.91	1,049	1,444	111.17	2,638	34.46	827	57.27
July, . . . . .	26	2,367	91.04	900	1,309	96.08	2,498	30.58	795	60.73
August, . . . . .	27	1,278	47.33	806	1,117	90.56	2,445	27.00	729	65.26
September, . . . . .	24	1,952	52.17	1,044	1,393	130.67	3,136	34.00	816	58.58
October, . . . . .	27	1,070	39.63	830	1,097	99.67	2,691	28.00	756	68.92
November, . . . . .	25	733	29.32	439	549	67.12	1,678	17.44	436	73.42
<b>TOTALS,</b>	<b>304</b>	<b>32,937</b>	<b>108.35</b>	<b>12,264</b>	<b>19,965</b>	<b>100.02</b>	<b>30,406</b>	<b>28.52</b>	<b>8,671</b>	<b>43.43</b>

TABLE VIII. — *Supply and Demand for Skilled Female Labor* **Boston.**

(FROM DECEMBER 3, 1906, TO NOVEMBER 30, 1907.)

MONTHS.	Work- ing Days	SUPPLY	DEMAND			POSITIONS OFFERED	
		Registra- tions for Em- ployment	Number of Applica- tions from Employers	Aggregate Number of Persons Called For	Daily Average	Num- ber	Daily Average
1906.							
December, . .	24	342	143	373	15.54	210	8.75
1907.							
January, . . .	27	725	148	466	17.26	359	13.30
February, . . .	23	393	159	829	36.04	319	13.87
March, . . . .	26	413	218	974	37.46	453	17.42
April, . . . .	25	401	182	535	21.40	423	16.92
May, . . . . .	26	365	110	281	10.81	437	16.81
June, . . . . .	24	290	82	192	8.00	381	15.88
July, . . . . .	26	436	113	284	10.92	612	23.54
August, . . . .	27	157	133	268	9.93	479	17.74
September, . .	24	205	102	225	9.37	500	20.83
October, . . .	27	160	88	179	6.63	496	18.37
November, . .	25	131	57	83	3.32	305	12.20
TOTALS, . . .	304	4,018	1,535	4,689	15.43	4,974	16.36

TABLE IX. — *Supply and Demand for Unskilled Female Labor.* **Boston.**

(FROM DECEMBER 3, 1906, TO NOVEMBER 30, 1907.)

MONTHS.	Work- ing Days	SUPPLY	DEMAND			POSITIONS OFFERED	
		Registra- tions for Em- ployment	Number of Applica- tions from Employers	Aggregate Number of Persons Called For	Daily Average	Num- ber	Daily Average
1906.							
December, . . .	24	1,287	340	380	15.83	489	20.38
1907.							
January, . . .	27	909	797	854	31.63	565	20.92
February, . . .	23	746	666	712	30.96	487	21.17
March, . . .	26	865	949	1,050	40.39	719	27.66
April, . . .	25	1,000	1,106	1,329	53.16	914	36.56
May, . . .	26	819	790	1,010	38.84	880	33.84
June, . . .	24	603	636	806	33.58	805	33.54
July, . . .	26	593	601	750	28.85	866	33.31
August, . . .	27	307	482	547	20.26	831	30.78
September, . . .	24	266	613	682	28.42	1,053	43.88
October, . . .	27	319	511	551	20.41	1,070	39.63
November, . . .	25	241	351	371	14.84	817	32.68
TOTALS, . . .	304	7,955	7,842	9,042	29.74	9,496	31.24

TABLE X. — *Supply and Demand for Female Labor — Aggregates — Boston.*

(FROM DECEMBER 3, 1906, TO NOVEMBER 30, 1907.)

MONTHS.	Working Days	SUPPLY		DEMAND		POSITIONS OFFERED		POSITIONS FILLED		Percent-ages of Positions Filled of Number Called For
		Registra-tions for Em-ployment	Daily Average	Number of Applica-tions from Employers	Aggregate Number of Persons Called For	Daily Average	Number	Daily Average	Number	
<b>1906.</b>										
December, . . . . .	24	1,629	67.87	483	753	29.13	699	16.29	391	51.33
<b>1907.</b>										
January, . . . . .	27	1,634	60.51	945	1,320	34.22	924	19.89	537	40.68
February, . . . . .	23	1,139	49.52	825	1,541	35.04	806	16.57	381	24.72
March, . . . . .	26	1,278	49.15	1,167	2,024	45.08	1,172	18.42	479	23.67
April, . . . . .	25	1,401	56.04	1,288	1,864	53.48	1,337	21.64	541	29.02
May, . . . . .	25	1,184	45.54	900	1,291	50.65	1,317	20.31	528	40.90
June, . . . . .	24	893	37.21	718	998	49.42	1,186	20.17	484	48.50
July, . . . . .	26	1,029	39.57	714	1,034	56.85	1,478	20.46	532	51.45
August, . . . . .	27	464	17.18	615	815	48.52	1,310	16.74	452	55.46
September, . . . . .	24	471	19.62	715	907	64.71	1,553	20.96	503	55.46
October, . . . . .	27	479	17.54	509	730	58.00	1,566	21.93	592	81.10
November, . . . . .	25	372	14.88	408	454	44.88	1,122	15.56	389	85.68
TOTALS,	304	11,973	39.38	9,377	13,731	47.60	14,470	19.11	5,809	42.31



TABLE XI. — *Recapitulation and Aggregates of Business — Both Sexes — Boston.*

(FROM DECEMBER 3, 1905, TO NOVEMBER 30, 1907.)

MONTHS.	Working Days	SUPPLY		DEMAND		POSITIONS OFFERED		POSITIONS FILLED		Per-centage of Positions Filled of Number Called For
		Registra-tions for Em-ployment	Daily Average	Number of Applica-tions from Employers	Aggregate Number of Persons Called For	Daily Average	Number	Number	Daily Average	
<b>1906.</b>										
December, . . . . .	24	7,374	307.25	1,909	3,913	163.04	2,661	891	37.12	22.77
<b>1907.</b>										
January, . . . . .	27	5,640	208.88	1,853	2,893	107.15	3,332	1,143	42.33	39.51
February, . . . . .	23	4,361	189.60	1,542	2,717	118.13	2,873	845	36.74	31.10
March, . . . . .	26	4,773	183.57	2,427	4,534	174.38	3,724	1,242	47.77	27.39
April, . . . . .	25	5,163	206.52	2,775	4,399	175.96	4,408	1,535	61.40	34.89
May, . . . . .	26	4,433	170.50	2,218	3,393	130.50	4,547	1,513	58.19	44.59
June, . . . . .	24	3,651	152.12	1,767	2,442	101.75	3,854	1,311	54.63	33.69
July, . . . . .	26	3,896	139.61	1,704	2,343	90.12	3,476	1,327	51.04	36.04
August, . . . . .	27	1,712	64.51	1,421	1,332	71.56	3,755	1,181	43.74	61.13
September, . . . . .	24	1,723	71.79	1,739	2,300	95.83	4,089	1,319	54.96	57.35
October, . . . . .	27	1,549	57.37	1,419	1,827	67.67	4,257	1,348	49.93	73.78
November, . . . . .	25	1,105	44.20	847	1,003	40.12	2,890	825	33.00	82.25
TOTALS, . . . . .	304	44,910	147.73	21,641	33,696	110.84	44,876	14,480	47.63	42.97

TABLE XII. — *Supply and Demand for Labor — Aggregates — Springfield.*

(FROM SEPTEMBER 4, 1907, TO NOVEMBER 30, 1907.)

MONTHS.	Working Days	SUPPLY		DEMAND				POSITIONS OFFERED		POSITIONS FILLED		Percent-ages of Positions Filled of Number Called For
		Registra-tions for Em-ployment	Daily Average	Number of Applica-tions from Employers	Daily Average	Aggregate Number of Persons Called For	Daily Average	Number	Daily Average	Number		
1907.												
September, . . . . .	23	984	42.78	386	17.21	791	34.39	578	25.13	182	23.01	
October, . . . . .	27	688	25.48	264	9.77	430	15.92	529	19.59	324	75.35	
November, . . . . .	25	504	20.16	203	8.12	267	10.68	357	14.28	290	108.61	
TOTALS, . . . . .	75	2,176	29.01	863	11.50	1,488	19.84	1,464	19.52	796	53.49	

TABLE XII. — *Supplementary.*

CLASSIFICATION.	SEPTEMBER			OCTOBER			NOVEMBER		
	Males		Both Sexes	Males		Both Sexes	Males		Both Sexes
	Females			Females			Females		
Registrations for employment, . . . . .	824	160	984	534	154	688	366	138	504
Daily averages, . . . . .	35.82	6.96	42.78	19.78	5.70	25.48	14.64	5.52	20.16
Number of persons called for by employers, . . . . .	429	362	791	339	91	430	165	102	267
Daily averages, . . . . .	18.65	15.74	34.39	12.65	3.37	15.92	6.60	4.08	10.68
Positions offered, . . . . .	434	144	578	434	95	529	216	141	357
Daily averages, . . . . .	25.13	6.26	31.39	16.97	3.52	19.59	8.64	5.64	14.28
Positions filled, . . . . .	139	43	182	97	63	324	191	99	290
Daily averages, . . . . .	6.04	1.87	7.91	9.67	2.33	12.00	7.64	3.96	11.60

TABLE XIII.—*Supply and Demand for Labor—Aggregates—Fall River.*

(FROM OCTOBER 1, 1907, TO NOVEMBER 30, 1907.)

MONTHS.	Working Days	SUPPLY		DEMAND				POSITIONS OFFERED		POSITIONS FILLED		Percent-ages of Positions Filled of Number Called For
		Registra-tions for Em-employment	Daily Average	Number of Applica-tions from Employers	Daily Average	Aggregate Number of Persons Called For	Daily Average	Number	Daily Average	Number	Daily Average	
October,	27	403	14.92	101	7.07	234	8.66	303	11.22	112	4.14	47.86
November,	25	257	10.28	131	5.24	145	5.80	210	8.40	122	4.88	84.14
TOTALS,	52	660	12.63	322	6.19	379	7.28	513	9.86	234	4.50	61.74

TABLE XIII.—*Supplementary.*

CLASSIFICATION.	OCTOBER				NOVEMBER			
	Males		Females		Males		Females	
	Both Sexes		Both Sexes		Both Sexes		Both Sexes	
Registrations for employment,	276	127	403	150	107	257		
Daily averages,	10.22	4.70	14.92	6.00	4.28	10.28		
Number of persons called for by employers,	94	110	204	42	103	145		
Daily averages,	3.48	5.18	8.66	1.68	4.12	5.80		
Positions offered,	135	108	243	60	150	210		
Daily averages,	5.00	6.22	11.22	2.40	6.00	8.40		
Positions filled,	60	52	112	55	67	122		
Daily averages,	2.22	1.92	4.14	2.20	2.68	4.88		

TABLE XIV. — *Positions Secured Classified by Occupations.*

SEX AND OCCUPATIONS.	Boston	Spring- field	Fall River	Totals
<i>Males.</i>	8,671	591	115	9,377
Apprentices (electrical work), . . . . .	11	-	-	11
Apprentices (machinists), . . . . .	49	-	-	49
Apprentices (printers), . . . . .	16	-	-	16
Apprentices (other trades), . . . . .	107	-	-	107
Apprentices (not specified), . . . . .	224	10	-	234
Attendants (hospital), . . . . .	57	-	-	57
Bakers, . . . . .	12	-	-	12
Bakers' helpers, . . . . .	18	-	-	18
Bell boys, . . . . .	73	-	-	73
Bill distributors, . . . . .	41	-	-	41
Blacksmiths, . . . . .	15	-	-	15
Blacksmiths' helpers, . . . . .	8	-	-	8
Bookkeepers, . . . . .	14	-	3	17
Bottle washers, . . . . .	22	-	-	22
Brass workers, . . . . .	17	-	-	17
Bundle boys, . . . . .	13	-	-	13
Bus boys, . . . . .	31	-	-	31
Canvassers, . . . . .	19	-	-	19
Carpenters, . . . . .	87	43	3	133
Chefs, . . . . .	16	-	-	16
Cleaners, . . . . .	41	-	-	41
Clerks (grocery), . . . . .	14	11	-	25
Clerks (not specified), . . . . .	82	6	8	96
Climbers (Gypsy Moth Commission), . . . . .	14	-	-	14
Coal passers, . . . . .	9	-	-	9
Coal shovelers, . . . . .	22	-	-	22
Compositors, . . . . .	21	-	-	21
Cooks, . . . . .	176	6	3	185
Dishwashers, . . . . .	247	-	-	247
Distributors (samples), . . . . .	-	6	-	6
Doffers, . . . . .	-	-	8	8
Drivers (milk wagons), . . . . .	21	-	-	21
Drivers (other), . . . . .	23	-	-	23
Electricians, . . . . .	15	-	-	15
Electricians' helpers, . . . . .	4	-	-	4
Elevator tenders, . . . . .	130	-	-	130
Engineers (stationary), . . . . .	92	7	-	99
Errand boys, . . . . .	587	10	-	597
Factory work (not specified), . . . . .	122	-	-	122
Farm hands, . . . . .	803	91	7	901
Firemen (stationary), . . . . .	197	10	-	207
Gardeners, . . . . .	44	-	-	44
General work, . . . . .	664	9	17	690
Helpers (wagons), . . . . .	23	-	-	23
Helpers (not specified), . . . . .	23	-	-	23
Hostlers, . . . . .	53	-	-	53
Hotel and restaurant work, . . . . .	141	-	-	141
Housemen, . . . . .	49	-	-	49
Housework, . . . . .	19	-	-	19
Ice men, . . . . .	15	-	-	15
Iron workers, . . . . .	16	-	-	16
Iron workers' helpers, . . . . .	7	-	-	7
Janitors, . . . . .	57	-	-	57
Janitors' assistants, . . . . .	27	-	-	27
Kitchen work, . . . . .	362	-	-	362
Laborers, . . . . .	802	189	17	1,008
Laundry work, . . . . .	23	-	-	23
Leather workers, . . . . .	6	-	-	6
Lumpers, . . . . .	79	-	-	79
Lunch work, . . . . .	11	-	-	11
Machine shop employees, . . . . .	-	7	5	12
Machinists, . . . . .	179	4	3	186
Machinists' helpers, . . . . .	85	-	-	85
Meat cutters, . . . . .	30	-	-	30
Office boys, . . . . .	167	-	-	167
Packers (all kinds), . . . . .	40	-	-	40
Painters (carriage and house), . . . . .	89	11	-	100
Plumbers, . . . . .	12	-	-	12
Plumbers' helpers, . . . . .	30	-	-	30
Porters, . . . . .	251	6	-	257
Press feeders, . . . . .	46	-	-	46
Pressmen, . . . . .	14	-	-	14
Printers, . . . . .	15	-	-	15



TABLE XIV.—*Positions Secured Classified by Occupations—Continued.*

SEX AND OCCUPATIONS.	Boston.	Spring- field	Fall River	Totals
<i>Males—Con.</i>				
Repairers (automobiles), . . . . .	3	—	—	3
Riveters (machines), . . . . .	4	—	—	4
Roofers, . . . . .	3	—	—	3
Roofers' helpers, . . . . .	6	—	—	6
Salesmen, . . . . .	30	—	—	30
Shippers, . . . . .	96	—	—	96
Shop work, . . . . .	—	15	—	15
Solicitors, . . . . .	18	—	—	18
Stablemen, . . . . .	79	—	—	79
Steamfitters, . . . . .	15	—	—	15
Steamfitters' helpers, . . . . .	11	—	—	11
Stenographers, . . . . .	17	—	—	17
Stock boys, . . . . .	15	—	—	15
Supers (theatrical), . . . . .	60	—	—	60
Teamsters, . . . . .	320	31	—	351
Teamsters' helpers, . . . . .	26	—	—	26
Tobacco hands, . . . . .	—	7	—	7
Tool makers, . . . . .	13	—	—	13
Traveling salesmen, . . . . .	—	4	—	4
Waiters, . . . . .	101	—	—	101
Watchmen, . . . . .	22	—	—	22
Weavers, . . . . .	4	—	—	4
Window cleaners, . . . . .	18	—	—	18
Woodchoppers, . . . . .	40	—	9	49
Woodworkers, . . . . .	8	5	—	13
Wool sorters, . . . . .	5	—	—	5
Yard men, . . . . .	8	—	—	8
Other trades and occupations, . . . . .	900	103	32	1,035
<i>Females.</i>				
	5,809	205	119	6,133
Addressers (envelopes), . . . . .	43	—	—	43
Apprentices (all kinds), . . . . .	25	—	—	25
Attendants (not specified), . . . . .	17	—	—	17
Bookbinders and folders, . . . . .	14	—	—	14
Bookkeepers, . . . . .	43	—	—	43
Boxmakers, . . . . .	10	—	—	10
Canvassers, . . . . .	13	—	—	13
Cashiers, . . . . .	21	—	—	21
Chambermaids, . . . . .	210	9	—	219
Cleaners, . . . . .	278	—	—	278
Clerks, . . . . .	12	—	—	12
Compositors, . . . . .	10	—	—	10
Cooks, . . . . .	414	7	10	431
Corset factory employees, . . . . .	—	24	—	24
Day work, . . . . .	—	33	—	33
Dishwashers, . . . . .	245	—	4	249
Errand girls, . . . . .	21	—	—	21
Factory work (art), . . . . .	20	—	—	20
Factory work (boxes), . . . . .	21	—	—	21
Factory work (stitching), . . . . .	11	—	—	11
Factory work (other trades), . . . . .	31	—	—	31
Factory work (not specified), . . . . .	375	—	—	375
Farm work, . . . . .	11	—	—	11
Folders (circulars, etc.), . . . . .	14	—	—	14
General work, . . . . .	141	—	—	141
Hotel and restaurant work, . . . . .	123	—	—	123
Housekeepers, . . . . .	103	5	—	108
Housework, . . . . .	855	57	47	959
Kitchen work, . . . . .	673	22	—	695
Labelers, . . . . .	35	—	—	35
Laundresses, . . . . .	—	—	7	7
Laundry work, . . . . .	186	7	—	193
Machine operators, . . . . .	7	—	—	7
Mailers (calendars, etc.), . . . . .	8	—	—	8
Nursemaids, . . . . .	50	3	2	55
Nurses, . . . . .	8	—	—	8
Office work, . . . . .	129	—	—	129
Packers and wrappers, . . . . .	8	—	—	8
Paint cleaners, . . . . .	14	—	—	14
Pantry work, . . . . .	144	—	—	144
Parlor maids, . . . . .	7	—	—	7
Press feeders, . . . . .	24	—	—	24
Saleswomen, . . . . .	78	—	—	78
Scrubwomen, . . . . .	117	—	—	117
Seamstresses, . . . . .	33	—	—	33

TABLE XIV.—*Positions Secured Classified by Occupations—Concluded.*

SEX AND OCCUPATIONS.	Boston	Spring-field	Fall River	Totals
<i>Females—Con.</i>				
Second girls, . . . . .	56	3	7	66
Shop work, . . . . .	—	9	—	9
Space work, . . . . .	11	—	—	11
Stenographers and typewriters, . . . . .	68	—	—	68
Stitchers (not specified), . . . . .	59	—	—	59
Table work, . . . . .	47	—	—	47
Telephone and telegraph operators, . . . . .	5	—	—	5
Waitresses, . . . . .	563	10	11	584
Ward maids, . . . . .	20	—	—	20
Washerwomen, . . . . .	81	—	17	98
Wrappers (candy), . . . . .	10	—	—	10
Wrappers (newspapers, etc.), . . . . .	22	—	—	22
Writers, . . . . .	10	—	—	10
Other trades and occupations, . . . . .	255	16	14	285
<i>Recapitulation.</i>				
Males, . . . . .	8,671	591	115	9,377
Females, . . . . .	5,809	205	119	6,133
TOTALS, . . . . .	14,480	796	234	15,510

TABLE XV.—*Cost of Equipment in Detail.*

CLASSIFICATION.	Boston	Spring-field	Fall River	Totals
Salary of superintendents prior to opening office, . . . . .	<sup>1</sup> \$37.50	\$19.35	\$50.00	\$106.85
Clerical service other than above, prior to opening office, . . . . .	377.88	—	—	377.88
Agents' salaries, prior to opening office, . . . . .	595.70	—	—	595.70
Agents' traveling expenses, prior to opening office, . . . . .	271.38	—	—	271.38
Other traveling expenses, prior to opening office, . . . . .	90.93	42.90	53.45	187.28
Travel and other expenses of agent incident to opening office, . . . . .	—	93.89	—	93.89
Carriage hire, prior to opening office, . . . . .	5.00	—	—	5.00
Postage, prior to opening office, . . . . .	300.00	—	—	300.00
Rent, prior to opening office, . . . . .	125.00	—	—	125.00
Telephone, . . . . .	—	6.55	—	6.55
Office supplies, . . . . .	14.55	—	—	14.55
Office fittings, . . . . .	928.50	109.74	184.73	1,222.97
Advertising, . . . . .	411.55	33.30	25.65	470.50
Signs, . . . . .	91.75	7.50	28.35	127.60
Printing, . . . . .	16.38	—	—	16.38
Expressage, . . . . .	.85	—	—	.85
Plumbing, . . . . .	22.00	—	—	22.00
TOTALS, . . . . .	\$3,288.97	\$313.23	\$342.18	\$3,944.38

<sup>1</sup> Includes salary of Chief Clerk.

TABLE XVI. — *Cost of Maintenance in Detail. Boston.*

(FROM DECEMBER 3, 1906, TO NOVEMBER 30, 1907.)

MONTHS.	Rent	Salaries	Job Printing	Free Employment Gazette	Telephone	Electric Light	Office Supplies	Traveling Expenses	Advertising	Miscellaneous	Totals
<b>1906.</b>											
December, . . . . .	\$250.00	\$1,182.17	\$114.03	\$66.48	\$15.12	\$23.25	-	-	-	-	\$1,451.05
<b>1907.</b>											
January, . . . . .	250.00	1,265.01	320.34	26.72	15.72	25.30	\$169.05	\$29.70	-	\$33.03	2,134.87
February, . . . . .	250.00	1,255.16	206.53	59.60	15.30	22.85	22.63	7.73	-	-	1,839.82
March, . . . . .	270.84	1,234.10	190.75	87.91	18.36	20.30	46.50	11.25	-	8.75	1,888.76
April, . . . . .	291.66	1,426.86	217.16	55.77	28.15	20.20	82.47	25.65	\$29.11	-	2,177.03
May, . . . . .	291.66	1,300.65	189.98	49.37	27.75	20.00	5.90	-	-	-	1,883.31
June, . . . . .	291.66	1,164.67	100.00	17.98	28.40	20.00	59.16	.15	-	-	1,682.02
July, . . . . .	270.83	985.39	43.53	-	27.80	20.00	15.08	14.00	10.00	-	1,386.63
August, . . . . .	200.00	818.87	76.61	-	28.51	20.00	2.00	-	-	6.00	1,145.99
September, . . . . .	200.00	929.58	-	-	28.10	20.00	1.45	1.55	-	-	1,186.68
October, . . . . .	200.00	919.79	142.91	-	27.60	20.00	9.83	5.00	-	15.00	1,339.55
November, . . . . .	200.00	919.40	30.13	-	27.30	20.70	21.16	-	-	28.43	1,347.12
<b>TOTALS,</b>	\$2,966.65	\$13,401.65	\$1,631.97	\$363.83	\$287.51	\$252.60	\$635.25	\$45.05	\$39.11	\$91.21	\$19,564.83

TABLE XVII. — *Cost of Maintenance in Detail. Springfield.*<sup>1</sup>

(FROM SEPTEMBER 4, 1907, TO NOVEMBER 30, 1907.)

CLASSIFICATION.	September	October	November	Totals
Salaries, . . . . .	\$127.50	\$150.00	\$150.00	\$427.50
Printing, . . . . .	—	115.64	15.73	131.37
Telephone, . . . . .	9.60	6.95	14.96	31.51
Office supplies, . . . . .	10.49	9.54	—	20.03
Traveling expenses, . . . . .	9.50	34.10	—	43.60
Miscellaneous, . . . . .	—	—	1.15	1.15
TOTALS, . . . . .	\$157.09	\$316.23	\$181.84	\$655.16

TABLE XVIII. — *Cost of Maintenance in Detail. Fall River.*<sup>1</sup>

(FROM OCTOBER 1, 1907, TO NOVEMBER 30, 1907.)

CLASSIFICATION.	September	October	November	Totals
Salaries, . . . . .	—	\$108.67	\$108.67	\$217.34
Printing, . . . . .	—	122.64	8.33	130.97
Telephone, . . . . .	\$2.45	2.85	12.20	17.50
Office supplies, . . . . .	—	5.52	6.14	11.66
Traveling expenses, . . . . .	—	—	4.50	4.50
Advertising, . . . . .	—	—	7.00	7.00
Miscellaneous, . . . . .	—	—	2.25	2.25
TOTALS, . . . . .	\$2.45	\$239.68	\$149.09	\$391.22

TABLE XIX. — *Recapitulation. Maintenance in Detail.*

CLASSIFICATION.	Boston (12 months)	Spring- field (3 months)	Fall River (2 months)	Totals
Rent, . . . . .	\$2,966.65	1 —	1 —	\$2,966.65
Salaries, . . . . .	13,401.65	\$427.50	\$217.34	14,046.49
Printing (job), . . . . .	1,631.97	131.37	130.97	1,894.31
Printing (Free Employment Gazette), . . . . .	363.83	—	—	363.83
Telephone, . . . . .	287.51	31.51	17.50	336.52
Electric light, . . . . .	252.60	1 —	1 —	252.60
Office supplies, . . . . .	435.25	20.03	11.66	466.94
Traveling expenses, . . . . .	95.05	43.60	4.50	143.15
Advertising, . . . . .	39.11	—	7.00	46.11
Miscellaneous, . . . . .	91.21	1.15	2.25	94.61
TOTALS, . . . . .	\$19,564.83	\$655.16	\$391.22	\$20,611.21

<sup>1</sup> No charge made the Commonwealth for rent or light.



## REPORT OF SUPERINTENDENT OF BOSTON OFFICE.

8 KNEELAND STREET, BOSTON,

December 1, 1907.

Mr. CHARLES F. GETTEMY, *Chief,**Bureau of Statistics of Labor,**State House.*

SIR:— I have the honor to submit my first annual report as Superintendent of the Boston Free Employment Office, established in accordance with the provisions of Chapter 435 of the Acts of 1906, and the first office of its kind to be opened in this Commonwealth. The office, in close proximity to the business district as well as to transportation lines, is on the ground floor of a store building, the facilities for lighting and ventilating are excellent, and, everything considered, the location and quarters are well adapted for our purposes. From March 15 to July 15 last an adjoining room, with an entrance on Washington Street, was also hired, but this was abandoned on the latter date as being unnecessary and involving a needless expense.

The Boston office was opened for business December 3, 1906, the undersigned having been appointed superintendent and Mr. G. Harry Dunderdale having been appointed chief clerk. The amount of business at the outset was all that the office could properly attend to, the daily attendance for a time averaging 1,500, while on some days over 2,500 persons have entered the office. The staff for the first few months averaged from 20 to 25 in number, but at present it consists of the superintendent, the chief clerk, 10 desk clerks (five men and five women), a "floor man," and a charwoman. While this force of 14 persons has all the work that it can properly attend to, it is, nevertheless, in my judgment, adequate. The office is open, Sundays and holidays excepted, from 9 A.M. to 5 P.M. and Thursday evenings from 6 to 9 o'clock. The registration of applicants for employment closes at 4 o'clock to permit clerks in charge of departments to make up their daily reports and

prepare for the next day's business. There is, also, at least one clerk on duty as early as 8 A.M. and as late as 6 P.M. daily to receive and register orders by telephone.

Realizing from the beginning that system is essential to economy and the best results, my aim has been to so organize and conduct the office as to secure a maximum number of positions for those seeking employment at a minimum cost of operation per position actually secured. The office force is now so well organized and the work so systematized that the volume of business is satisfactorily handled by a staff of about one-half the former number and with a noticeable reduction in operating expenses. The office is organized into five departments, not including the duties of superintendence, correspondence, and keeping the records; the latter includes the registering of employers' applications for help. These five departments for the registration of applicants for employment are as follows:

1. Unskilled males, embracing the registration of laborers, teamsters, agricultural, hotel, and restaurant help.
2. Skilled males, embracing the registration of mechanics, factory and mercantile help, etc.
3. Male minors under 18 years of age.
4. Unskilled females, embracing the registration of domestics, hotel and restaurant help.
5. Skilled females, embracing the registration of factory and mercantile help, stenographers, etc.

Each of these departments is in charge of an especially qualified clerk, since it requires a person of large sympathy, tact, good judgment, and knowledge of human nature to assign a person in one of the several classes of applicants for employment to a position calculated to suit an employer's needs. Employers sometimes say, — "Do not send a whole lot of people to my place to take up my time; send two or three. You know what I want." They seem, in short, and not without reason, to expect our clerks to be, to a large extent, specialists who should relieve them as much as possible of the trouble and annoyance in selecting proper help. In the beginning it was intended to give preference to priority of registration or to those having a number dependent upon them for support, but experience has proved

this impracticable. A method which gives the most satisfaction to the employer and employee alike is for the seeker for employment to call at the office frequently — if he wants work he will do so — and when there is anything to meet his case he is offered a position. We do not, however, allow any loitering about the office, holding that it should not be a mere rendezvous for the unemployed. Applicants for employment are encouraged to come again, and to come often, but not to remain standing or sitting about the office.

A simple and convenient card system for filing applications for employment and for help has been adopted. Upon the registration card of the applicant for employment are recorded the name and address, and a statement of the position desired. If the applicant is a stenographer or typewritist, the system and machine used and the speed attainable are recorded; in the case of a bookkeeper, the applicant is asked to state in what system he is most proficient. The experience of each applicant as to time is also asked, as well as a statement of wages or salary expected. There are also blanks on the registry slip for recording the color or race of the applicant, the age, place of birth, conjugal condition, whether living at home or boarding, the religion, whether or not a member of a trade union, and the duration of employment or unemployment during the 12 months preceding the application. The question as to religion is asked only because in some instances, particularly in the matter of household help, the employer requires information upon this point. It is not asked of the applicant for any inquisitorial or statistical purpose and is never pressed if the applicant does not care to answer it willingly. The question as to membership in a trade union is asked chiefly for a statistical purpose, since a tabulation of the replies may be expected to throw some light upon the extent to which the unemployed patronizing the office are trade unionists. On the reverse of this card are blanks for recording any references that the applicant may give, and there is also space for recording the names of employers to whom the applicant may be sent subsequently.

The employer's registry card has blank spaces for the address and telephone number, the character of the business, kind of work for which help may be wanted, the number wanted, the

age limit if any, the hours per week which the applicant is expected to work, a statement as to whether payment is made by the hour, day, week, month, or piece, and the rate of wages. On the reverse of this card are blank spaces for filling in further particulars when it is domestic help that is wanted. In such cases employers are asked to state the number in the family, the number of servants, whether the help wanted is expected to do cooking or washing, or both, the religion of the family, and whether the family lives in a house or an apartment.

All employees' registry slips are kept alphabetically, but separately by sex. Whenever the person registered is sent out to an employer, a memorandum is made on the back of the slip, showing the employer's number, the date the applicant was sent, and whether or not the applicant was hired. By this means a complete record of the applicant's dealings with the office is always on hand for ready reference. In special cases, skilled help are registered and classified according to occupation until after a period of 30 days, when the cards are sorted out and arranged alphabetically by surnames. The occupational classification of this grade of help, in the first instance, is for the purpose of having readily at hand a list of persons who can be reached immediately by telephone or mail. The office requires that all positions to which applicants are sent shall be reported as filled or not filled, and none are counted in our records of "positions secured" unless definite information to that effect has been received. But the difficulty of getting precise returns for the number of positions secured is obvious. If people get what they want, whether help or employment, they are too often prone to neglect a duty they plainly owe to the free employment office, namely, to report the fact. Employers in particular, while they may be very grateful for the prompt attention given their applications, are not always so punctual in reporting back to the office when they have benefited by its service as they are when the help was not secured or when more help is wanted, but whenever they can be reached by telephone the desired information is usually secured.

While we cannot undertake to guarantee references or the quality of help furnished to employers, as in some cases is done by private agencies which charge fees, we do endeavor to keep



a record of applicants which will give some information as to their general character, integrity, and honest desire for employment. This system is the result of an effort to improve the service to employers who claim that an office where no fee is charged has a tendency to make the employees feel that they can leave the employment whenever they choose to do so without reasonable notice, and that it has a tendency to make them shiftless and migratory. On the other hand, we deem it our duty to furnish applicants for employment with information concerning prospective employers, which, in our judgment, the applicants have a legitimate right to possess. Thus if we know that a strike or a lockout is on in a certain establishment which has registered with us for help, applicants for employment are informed of that fact when offered the opportunity for employment with the concern in question. We deem it but fair that, if an applicant for employment has any scruples against accepting employment in an establishment where there is a strike or a lockout, he is entitled to this information in order that he may govern himself accordingly, and if he decides to accept the offer he can thus do so with full knowledge of the circumstances. No discrimination has been made in the service of the office between union and non-union labor.

We have had calls for help and situations from every State in New England and from New York, West Virginia, Nebraska, Maryland, North Carolina, New Brunswick, Nova Scotia, the Bermudas, the West Indies, and from a very large number of municipalities of this State. Under a strict interpretation of the law, however, registration must be confined to residents of Massachusetts, and I would strongly advise the modification of this provision to at least a degree that would authorize our sending applicants for employment to employers in other States, if the applicants are willing to go to them, bearing in mind, of course, that employers of our own State should be given the first call upon our services.

We have given a fair trial to the mail order plan of furnishing employment, but it was found to be expensive, unresponsive, and unsatisfactory. The mail order idea might be successful in a sparsely settled agricultural State but not in a thickly settled manufacturing Commonwealth like Massachusetts.

Positions sometimes are secured indirectly through this office. Applicants are sent in response to requests for help and, failing to secure the position, they inform their friends, who, in turn, call on the employers and are hired. We have no record of positions thus filled.

Along the line of supplying to the unemployed information as to where they may obtain work, I have arranged with the Federal and State Civil Service Commissions and the Army and Navy Recruiting Offices for posting their bulletins. The "help" columns of the newspapers are also frequently posted. The policy of sending special agents among employers to solicit business, which was tried during the first few months, was given up, as experience showed that it was expensive and unsatisfactory. Early in March, at my suggestion, an "out" telephone service was put in and placed in charge of a clerk, who keeps in direct and frequent communication with employers. This has proved a valuable substitute for traveling solicitors. At present, therefore, we have no such agents outside and no paid newspaper advertisements.

There has been a good demand for skilled labor throughout the year. Any good mechanic who desired employment could readily secure it at fair compensation. Manufacturing establishments with plants in isolated districts have had great difficulty in obtaining and retaining sufficient help. This condition is responsible for the fact that certain concerns have felt obliged to move their plants nearer to the cities, where the employees, being near centres of entertainment, are likely to be better contented.

There has been a steady demand also for factory women (in laundry, dye-house, clothing, candy, and fancy goods shops, for both in and out of the city), with a limited supply. Very few are willing to leave the city even at good wages. We have a good supply of girls who have attended commercial schools and colleges, or taken correspondence courses (stenographers, typewritists, and bookkeepers), but little demand for their services. Most of such institutions are attended by a large number of young men and women from the surrounding country and have employment bureaus connected with them which undertake to guarantee their graduates permanent employment.

The demand for girls and women as domestics and for general housework is much in excess of the supply, and we have been unable to fill more than one-half of the places open to this class of employment. It is often said that immigrant girls should naturally, if properly directed, find their way to this office and be available for household service, but, although we have kept in close communication with the various immigration societies and have, on occasion, sent representatives of the office to the incoming steamers with a view to obtaining the labor necessary to meet the needs of employers, little success has attended our efforts. In only a very few instances is the class of immigrant girls now coming to our shores found willing to engage in domestic service, the overwhelming majority of them preferring some other kind of employment. The heaviest immigration at the present time from Europe is that from Italy, but the Italian girls will not listen to a proposition to enter household service. Usually relatives or friends are on hand at the wharf to greet the prospective American citizen and, as a rule, he has a fixed destination. There are, moreover, local organizations that have agents to look after the interests of the several nationalities. So it happens that, for one reason or another, the newly-arrived immigrant seldom finds his way into the public employment office, but secures his employment, in the first instance, through some other channel.

We have, with fair success, made special efforts to supply agricultural help. Numerous calls for farm hands have come from the more remote sections of the State, which could not be supplied because the men obtainable declined to go so far for employment when it could be secured nearer at hand. The difficulty in supplying good farm help is sometimes attributed to the rigid prohibition policies which are in operation in rural districts, but it will probably be conceded that in many cases the remedy suggested, license, would be worse than the disease. Another cause, and a more obvious, of this scarcity is that the country boys, as a rule, leave their homes to seek better opportunities, the chances for advancement in their native towns being limited. The farm boys receive small wages and have very little time for rest or recreation. Their winters are even duller than their summers, and their pay generally lower. Few boys of am-

bition can rest content under these conditions. A remedy may be found in educating the country boy in the field of intensive agriculture.

The public does not yet fully realize that the employment office business covers the whole field of diversified industry, but when one considers how diversified labor itself is, it should not seem strange that one may go to the same office and get a carpenter, a hod carrier, a domestic, a teacher, a high grade stenographer or bookkeeper, or a common unskilled laborer. The labor market, broadly speaking, may be divided into two classes, a superior and an inferior, and an analysis of these two classes will serve to show the need of differentiation in service required in the employment office business. The superior labor market embraces all occupations requiring some degree of skill. It is not easy to define these occupations exactly, but in practice it is not ordinarily difficult to draw the line.

The inferior class of labor is of three distinct kinds, — those who are physically unable to do a man's work; those who, though able, are unwilling to do any work; and those who are neither able nor willing to do a man's work. The latter require the attention of agencies other than employment offices. The physically unable include those innocent victims of misfortune, the cripples, the aged and infirm, who are the most averse to anything like charity, and are often the most deserving of sympathy. To provide work for them is a difficult problem for the employment agency, and they, too, must in most cases be cared for by society in some other way. On the other hand there are those who, though able-bodied, are shiftless, lazy, or incompetent; they pretend to look for work, but are likely to be exceedingly finical as to the kind they are willing to accept.

Then there is still another class to whom it would perhaps be unjust to apply the descriptions above given. They are the men, many of them married and having families dependent upon them, who, while not infirm, have comparatively little physical strength or endurance and are incapable of hard manual labor, which, even if they undertake, they cannot perform for any protracted period. They are in many instances the victims of business economies, thrown out of employment through no fault of their own. It is no solution of the problem of livelihood



for a bookkeeper or clerk in a mercantile establishment when, at 45 or 50 years of age, suddenly thrust on the world to find a new place for himself, he is told that he can have a job as a blacksmith or a stonecutter if he will take it. Somewhere in between the inferior and superior labor market is this great class, — those apparently willing and anxious to earn an honest living but who are ill-equipped through lack of early advantages, men who have never learned a trade and who are fit in fact only for employment requiring little or no physical strength or mental capacity.

Anything which tends to weaken or discourage habits of thrift is to be deprecated. The sad truth must be acknowledged and deplored that great numbers are brought to poverty and destitution by improvidence and intemperance. This office is, and has been, working in conjunction with various philanthropic associations throughout the metropolitan district, as well as the State and local boards of charity. These associations send a number of unemployed to the office, and later make inquiry asking for the names of those who have called in search of work. In this way the lazy and shiftless are watched, those who have evaded work are brought to light, and the municipalities and Commonwealth are thereby saved a sum of money not easy to compute. More satisfactory results for the unemployed might, in my judgment, be obtained if it were possible for the various free private agencies in the metropolitan district to establish a sort of central clearing house for their various activities.

The Boston Free Employment Office is one of the largest of its kind in the United States, and though in operation only a year, it has had visitors from many other States and foreign countries. Members of city and State governments, judges, publicists, philanthropists, students of social economy, college and social settlement workers, commissioners of labor, and officials of the local and State branches of organized labor, representatives from the Canadian, English, German, Italian, and Swedish governments, and visitors from Mexico, Cape Colony, and Australia have been among our callers.

During my year of service I have endeavored to so conduct the office as to inspire the largest amount of public confidence, — to the end that we might be able to procure the best available

help for employers and the most desirable positions for the working people seeking our aid. In common with the general public our business men are now, I believe, accepting the office as an authority on the help question. The experimental stage has been passed; the popularity and usefulness of the office are steadily increasing; it has won deserved success in nearly every department; but at the same time persistent effort should not be relaxed, for by close application to essential details its value to the citizens can be increased, and it can be made in Massachusetts what it has proved to be elsewhere, of incalculable value to both capital and labor.

Respectfully submitted,

WALTER L. SEARS,  
*Superintendent.*

## Principal Office Forms in Use.

*Registration Card for Applicant for Employment.*

(Obverse.)

COMMONWEALTH OF MASSACHUSETTS		
Card No.	[FEO-27]	
Name		
Residence		
Telephone	T. U.	
POSITION DESIRED		Color or Race
		Age
		Conjugal Condition
		Home or Board
Experience Y. M.		Religion
Place of Birth		Employed
STENOGRAPHER OR TYPEWRITIST	BOOKKEEPER	Unemployed
S. or T.	Double	Received by
System	Single	Date of Appli- cation
Machine	Safeguard	
Speed	Card	Date position filled
Wages or Salary		

**Principal Office Forms in Use.**  
*Registration Card for Applicant for Employment.*  
(Reverse.)

REFERENCES	
Names and Addresses	
Employer's No.	Date Sent
Signature of Applicant	





*Registration Card for Employers Seeking Help.*

(Reverse.)

## Further Particulars

[illegible]

*Postal Card Notification of Employment in Prospect.*

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[FEO-25]

**Commonwealth of Massachusetts**



**FREE EMPLOYMENT  
OFFICE**

**NO. 8 KNEELAND STREET**

**BOSTON,.....190**

Please call at this office at your earliest convenience. We think we can procure a place for you

**Please bring this Card with you**

**WALTER L. SEARS, SUPERINTENDENT  
G. HARRY DUNDERDALE, CLERK**

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**OPEN**

**EACH WEEK DAY,    -    -    -    9 A.M. TO 5 P.M.  
THURSDAY EVENINGS,    -    -    6 TO 9 O'CLOCK**

*Card Supplied Charities and Others, Introducing Unemployed.*

[FEO-22]

**To the Superintendent,  
State Free Employment Office,  
8 Kneeland Street, Boston, Mass.**

**The Bearer,**.....

is out of employment, and is sent to you hoping that you have a vacancy that the applicant can fill.

	(Name) .....
	(Address) .....
Boston,	1907.
	(Business) .....



*Introduction Card to Employers.*

**Commonwealth of Massachusetts**

**FREE EMPLOYMENT OFFICE**

**8 KNEELAND STREET**

**Telephone, Oxford 1383**

**BOSTON, 190**

To.....

This will introduce.....  
as an applicant for the position at your disposal.

**WALTER L. SEARS, SUPT.**

**Employer please fill out blank below and return card by mail. If applicant is not engaged, write in the word NOT.**

The above-named applicant has.....been hired by

Name of Employer.....

Address.....

[FEO-26]

*Card of Inquiry to Employers to be Returned to Office*

**Commonwealth of Massachusetts**

**From the**

**Telephone, 1383 Oxford**

**FREE EMPLOYMENT OFFICE**

**NO. 8 KNEELAND ST., BOSTON, MASS.**

*To the Employer : —*

In answer to your application for help we have sent      person

1. Did you employ any of them ?
2. If so, whom ?

3. If not, shall we continue to send applicants ?

A prompt reply by telephone, letter, or in person, is essential for the best results.

This office is maintained by the State and no fee is charged to those seeking or receiving its benefits.

Respectfully,

**WALTER L. SEARS**

*Superintendent*

[FEO-24]



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PART VI.

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STRIKES AND LOCKOUTS IN MASSACHUSETTS.

1907.





## PART VI.

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### STRIKES AND LOCKOUTS IN MASSACHUSETTS, 1907.

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#### INTRODUCTION.

This Part of the Annual Report on the Statistics of Labor relates to the strikes and lockouts which occurred in Massachusetts during the year ending September 30, 1907, together with summaries covering the five-year period from October 1, 1902 to September 30, 1907.

#### *Definitions and Explanation of Terms.*

The definitions of the terms "strike" and "lockout" as used in this Part are as follows: A *strike* occurs when a part or all of the employees of an establishment, or several establishments, by concerted action, refuse to work unless the employer complies with some demand; a *lockout* occurs when the employer, or several employers, makes some demand and enforces it by refusing to allow a part or all of his employees to work unless it is complied with. It appears, therefore, that these two classes of industrial disturbances are practically alike, the only distinction being that in a strike the employees take the initiative, while in a lockout the initiative is taken by the employer. The term "dispute" as used in this Part includes both strikes and lockouts, and as the proportion of lockouts to the total number of disputes is so very small the terms "strikes" and "strikers" also include lockouts and locked-out employees.

The method followed by this Bureau in conducting this investigation of strikes and lockouts has been to make a thorough examination of the files of the leading newspapers, trade, labor, and commercial periodicals published in Massachusetts during the year under review for the purpose of finding all references to strikes and lockouts. The preliminary data being thus secured the employers and the labor organizations concerned in

the disputes were communicated with, and a schedule containing inquiries as to the chief points connected with the matters at issue was sent them.<sup>1</sup>

A general strike is a strike involving two or more establishments and entered into by the concerted action of employees of several establishments. Establishments of different employers in the same locality or of the same employer in different localities are considered separate establishments. Where a general strike involved establishments in more than one city or town, the controversy in each city or town was tabulated as a separate dispute. An exception to this rule has been made in the case of strikes involving establishments in neighboring cities and towns in the Metropolitan District.

As a result of the dependence of one occupation upon another, the cessation of work by strikers and locked-out employees in many cases renders it impossible for other employees in the same establishment to continue work. The number of strikers includes only those who actually joined in the demand and followed the demand by a cessation of work. Employees thrown out of work include those employees who were thrown out of work as a result of the strike action of others although not on strike themselves.

The number of strikes ordered by labor organizations includes all strikes ordered by direct vote of the members and also all ordered by a business agent or committee of such organization acting under powers conferred by the trade union.

The term "establishment" as used in this report means the place or places of work operated by a person, firm, or corporation in a locality. The plants of different employers in the same locality, or of the same employer in different localities, are considered separate establishments.

An establishment was considered closed when its usual productive work was discontinued. The aggregate number of days closed is the sum of the number of working days each establishment was closed. The figures indicating the average number of days closed per establishment were found by dividing the aggregate number of days closed by the number of establishments closed.

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<sup>1</sup> See Part I of this Report, pp. 3 and 4.

A strike involving several establishments may be successful in some establishments, compromised in others, and may fail in others. In all such cases the result of the strike has been found by considering under what conditions the larger number of strikers returned. A strike was considered successful when the employees secured the conditions for which they struck. A lockout was considered successful when the employer accomplished the results for which the lockout was undertaken. A strike or lockout was considered compromised when either party met with success in a part of their demands, or with partial success in some or all of their demands. A strike was considered a failure when the employees did not secure any of the conditions for which they struck.

In computing the duration of disputes, the day on which the employees first ceased their work was regarded as the beginning of a strike or lockout. The day when the employees went back to work, or the day on which enough employees had been placed at work to enable the employer to carry on the work practically as before the strike, was regarded as the end of a dispute.

The term "number of working days lost," used in Part I of this report, was not an apt term, because many employees secure work in other establishments during the dispute, and also after a dispute is closed the establishments may work overtime, or more regularly, so that all lost time may be made up. Hence the term "aggregate duration" is used in this Part in place of the term "working days lost," and is computed by multiplying the duration by the number of strikers.

In general strikes the employees in the different establishments often did not leave or return to work on the same day. In all such cases the duration for the general strike was found by taking the number of working days between the first day on which employees left work and the day on which the largest number of strikers returned to work.

Disputes involving less than 10 employees, or lasting less than one day, unless their aggregate duration exceeds 100 days, have not been taken into account in compiling the statistics.

All strikes and lockouts have been tabulated under the year in which they began, although in many cases they were not settled within the year. Hence, in summarizing by years the



aggregate duration and the number of employees involved, the figures given cannot represent absolute accuracy for a given year, because the entire number of strikers and the duration are placed in the year in which the strike began.

Anything that may produce a disagreement between employer and employee may be the cause of a strike or lockout; and, while the causes may be stated in many different ways, nearly all of them fall within a very few leading causes or groups of causes. The causes of strikes have been classified under seven general headings: Wages, hours of labor, the employment of particular classes or persons, working conditions, trade unionism, sympathy, and miscellaneous. Several subheadings have been made under each of these classifications, for a detailed explanation of which the reader is referred to pages 6 to 8 of Part I of this report.

The methods of settlement of disputes have been classified under six headings: By direct negotiations, by arbitration, by return to work without negotiations, by filling places, by shutting down, by union ordering men to return. Settled "by direct negotiation" means that the dispute was settled by conferences or negotiations between the parties direct, or by the representatives of the organizations of employers or employees of which the parties concerned were members. Settled "by arbitration" means that the issue which caused the dispute was referred to and settled by a disinterested third party. The arbitration may be by one person, several persons, the State Board of Conciliation and Arbitration, or a local board of arbitration. Settled "by return to work without negotiation" means that the strikers, after leaving work, applied to the former employer for reinstatement in his employ. In such cases it is generally true that the strikers return under the same or worse conditions than existed before the dispute. Settled "by filling places" means that the employer succeeded in procuring desirable employees to fill the places of those who left work, or men who were able to perform the work formerly done by the strikers in such a manner that the work of the establishment could be carried on until more skilled employees could be obtained. Settled "by shutting down" means that the employer was obliged to cease operations permanently. Settled "by

union ordering men to return ” means that the dispute was settled by the union refusing to sanction the strike and deciding that the men must return to their former employment.

The term “industry ” in its correct use applies only to productive labor, that is, labor employed in manufacturing. In this report, however, on account of the lack of any other suitable term, it includes the labor employed in any department of business. All the different departments of business are for the purposes of convenience classified into 11 groups. The complete classification of all industries and the occupations included in each industry are given in Appendices I and II.

Statistics of Strikes and Lockouts in Massachusetts have been gathered and published regularly by the Bureau of Statistics of Labor since 1901, the period covered being the year ending September 30. This is, therefore, the eighth annual presentation. Before proceeding, however, with the details of the report for 1907, it seems appropriate at this time to review the record for the past five years.

The reader is referred to pages 492 to 499 for statistical tables relative to the disputes which occurred during the five-year period 1903 to 1907, and to pages 500 to 537 for the tabulated data for the year ending September 30, 1907.

The disputes which were reported as unsettled in the report for 1907 (Part I of this Report) have been made the subject of special investigation during the past year, and the statistics of 1907 have been amended to correspond with this more recent information.

## REVIEW OF THE FIVE-YEAR PERIOD, 1903-1907.

The total number of strikes and lockouts which occurred during the period from 1903 to 1907 was 1,003; the number of strikers involved was 116,665; and the aggregate duration was 6,758,145 working days.

The number of strikes in each year varied from 158 in 1905 to 221 in 1906, the number of strikers from 7,355 in 1905 to 47,098 in 1904, and the aggregate duration from 90,416 working days in 1905 to 4,478,755 working days in 1904. The large number of strikers and the large aggregate duration in 1904 was due to the great textile strike at Fall River in which 25,000 operatives were on strike for 25 weeks. The average number of establishments affected in each dispute in 1906 was 2.6 and in 1907 was 1.9. The average number of working days lost by each employee involved in 1906 was 13.8 days and in 1907 was 15 days. The average number of strikers in each dispute in 1906 was 82 and in 1907 was 72. The average number of employees thrown out of work in each dispute was 78 in 1906 and 48 in 1907. The average number of employees involved in each dispute was nearly 17 in 1906 and slightly over 13 in 1907. The average aggregate duration of each dispute was 2,244 working days in 1906 and 1,810.4 working days in 1907.

The predominant cause of strikes, as measured by the number of disputes, was for increase in wages. This cause alone produced 38.29 per cent of the 1,003 strikes that occurred during the five-year period from 1903 to 1907. The second cause in importance was matters affecting the principles of trade unionism. This cause produced 13.36 per cent of all the strikes that occurred during the five-year period from 1903 to 1907.

The years 1906 and 1907 were years of increasing employment, and this is reflected by an increase in the percentage of strikes organized for the purpose of securing increases in wages, accompanied by a large falling off in the percentage of disputes which had for their object a resistance to proposed reductions in wages. As regards other wage disputes, it may be

pointed out that questions of readjustments of rates and systems of payment were responsible for the majority of the strikes.

The percentage of strikes called in sympathy with other disputes shows a steady decline from 1903 to 1906, but in 1907 a decided increase occurred which made the proportion of strikes due to this cause even greater than in 1903.

The percentage of strikes waged for trade union principles has steadily declined since 1904.

During the five-year period from 1903 to 1907 the employees obtained their demands in 248, or 24.73 per cent of all the disputes; they obtained their demands in part in 162, or 16.15 per cent of all the disputes; and they failed entirely in 537, or 53.54 per cent of all the disputes. In 56 disputes, or 5.58 per cent of all the strikes and lockouts, the result was indefinite or could not be obtained. The percentage of strikes in which the employees were successful fluctuated greatly from year to year, decreasing from 25.81 per cent in 1903 to 19.70 per cent in 1904, increasing to 23.42 per cent in 1905, increasing to 31.22 per cent in 1906, and then decreasing to 22.49 per cent in 1907. The percentage of strikes in which the employees were partly successful shows a steady decrease, with the exception of the year 1905 in which year the percentage increased from 14.65 per cent in 1904 to 18.99 per cent. The percentage of strikes in which the employees entirely failed increased steadily with the exception of 1905. The percentage of unsuccessful disputes in which the places of the strikers were filled was greater in every year than the percentage of unsuccessful disputes in which the strikers were reinstated.

Direct negotiations between employer and employee brought about the settlement of more disputes than was accomplished in any other manner, 172, or 40 per cent of all the disputes which occurred during the five-year period 1903-1907, being settled in this way. In 1907, however, 76, or 36.36 per cent of all the disputes, were settled by filling the places of the strikers, while but 69, or 33.02 per cent of all the disputes, were settled by direct negotiations between the employer and employees.



During the year 1907, 102, or 48.80 per cent of all the disputes, were ordered by labor organizations as compared with 120, or 54.30 per cent. of all the disputes which occurred during 1906.

Of the strikes which were successful in 1906, 68.06 per cent were ordered by labor organizations, while in 1907, 65.96 per cent were ordered by labor organizations. Of the successful strikers in 1906, 82.76 per cent were in disputes ordered by labor organizations, and in 1907, 78.49 per cent were in disputes ordered by labor organizations.

Of the strikes which were partly successful in 1906, 44.44 per cent were ordered by labor organizations, while in 1907, 50 per cent were ordered by labor organizations. Of the strikers who were partly successful in 1906, 36.64 per cent were in disputes which were ordered by labor organizations, while in 1907, 53.33 per cent were in strikes ordered by labor organizations.

Of the unsuccessful strikes, 48.36 per cent were ordered by labor organizations in 1906, while in 1907, 43.15 per cent were ordered by labor organizations. Of the strikers who failed to secure any of their demands, 63.80 per cent were in strikes ordered by labor organizations in 1906, as compared with 59.73 per cent in 1907. In 1907, as compared with 1906, there was an increase (5.56 per cent) in the proportion of partly successful strikes which were ordered by labor organizations and a decrease in the proportion of successful (2.10 per cent) and unsuccessful (5.21 per cent) strikes ordered by labor organizations. The same is true of the proportion of strikers, the percentage of successful strikers in disputes ordered by labor organizations increasing by 16.69 per cent and the percentage of successful and unsuccessful strikers decreasing by 3.99 per cent and 3.58 per cent respectively.

More strikes occurred in the building trades than in any other industry. During the five-year period from 1903 to 1907, 162 disputes occurred in the building trades, 142 in the boot and shoe industry, 127 in the cotton goods industry, 94 in the iron and steel industry, 61 in the woolen and worsted goods industry, and 418 in the other 29 industries.

As might be expected we find Boston outranking all other places in the number of disputes, 189 taking place during the last five years. Next in order are: Lynn with 82 strikes; Fall River with 55; Lowell and Springfield with 41 each; Worcester with 39; Brockton with 28; New Bedford with 27; Haverhill with 25; and Chicopee and Lawrence with 21 each.

The disputes occurring in these 11 cities aggregated 569, or 56.73 per cent of the total number in the State. In the four largest textile centers there were 144 strikes recorded, and in the three largest boot and shoe districts 135 strikes. This does not necessarily mean that all these strikes occurred in the textile industry or in the boot and shoe industry, although such was generally the case.

It is of interest to note that more strikes occurred in the month of May in each year, except 1905, than in any other month. In 1905, one more strike began in March than in May. The month of May has generally been accepted by labor organizations as the time for new agreements and working rules to take effect, and a large proportion of strikes are caused by the refusal of employers to accede to these demands of the employees. During the five years, 176, or 17.55 per cent of all the strikes, began in May. The next month in importance so far as the number of disputes is concerned was April, which month was second highest in each of the five years, except in 1905, when it was sixth. In April, during the five years, there occurred 122, or 12.16 per cent of all the strikes. As a rule more strikes occurred in the first half of each month than in the second half.

There were 13 lockouts during the two years 1906 and 1907, the number of establishments involved was 139, the number of employees locked out 1,661, the number of employees thrown out of work 862, and the aggregate duration 21,427 working days.

The average number of establishments involved in each lockout was 10.7, the average number of employees locked out 128, the average number of employees thrown out of work 66, and the average aggregate duration 1,648.3 working days.

## DISPUTES OF 1907.

*General Summary.*

There was a decrease in the number and magnitude of strikes and lockouts in Massachusetts during the year ending September 30, 1907, as compared with 1906. During 1907 there were 209 disputes affecting 393 establishments involving 15,050 strikers throwing out of work 9,404 other employees with an aggregate duration of 378,383 working days, while in 1906 there were 221 disputes affecting 569 establishments involving 18,453 strikers throwing out of work 17,345 other employees with an aggregate duration of 493,732 working days. Of the total number of disputes in 1907, 205 were strikes and four were lockouts.

Strikes occurred in 389 establishments and lockouts in four establishments, making a total of 393 establishments involved in labor disputes. There were 14,693 persons who went out on strike during 1907, and the number of persons locked out was 357, making the total number of persons directly involved in disputes, 15,050.

As a result of the dependence of one occupation upon another the cessation of work by strikers and locked-out employees in many cases renders it impossible for other employees in the same establishment to continue work. The number of employees who were thrown out of work as a result of the strike action of others was 9,404, and the number thrown out of work as a result of lockouts was 722, making a total of 10,126 persons thrown out of work as a result of both classes of disputes.

The total number of persons directly and indirectly involved in disputes was 25,176. No estimate has been made of the number of persons thrown out of work in establishments not involved in the disputes, but closely dependent in many ways on the establishment involved, as in furnishing material, etc.

Of the 15,050 strikers, 11,986, or 79.64 per cent, were males and 3,064, or 20.36 per cent, were females. Of the 10,126 employees thrown out of work by strikes, 7,054, or 69.66 per cent, were males and 3,072, or 30.34 per cent, were females.

The greatest number of strikes that occurred in any one industry was in the boot and shoe industry, which embraced 35, or 16.75 per cent of all the strikes. In the cotton goods industry there were 28, or 13.40 per cent of all the strikes. In the building trades there were 25, or 11.96 per cent of all the strikes, and in the iron and steel industry there were 24, or 11.48 per cent of all the strikes.

The largest number of establishments that were involved in strikes was in the building trades, 70, or 17.81 per cent of all the establishments involved, being in that industry; 56, or 14.25 per cent, were in the garment industry; and 42, or 10.69 per cent, in the iron and steel industry.

So far as the number of strikers is concerned the leading industries were cotton goods with 2,223, or 14.77 per cent of all the strikers; boots and shoes with 2,179, or 14.48 per cent; garments, with 1,843, or 12.24 per cent; and iron and steel manufacture with 1,766, or 11.74 per cent.

The largest number of employees thrown out of work as a result of strike was in the boot and shoe industry, 4,806, or 47.46 per cent of all the employees thrown out of work, being employed in that industry. Other leading industries in this respect were: Woolen and worsted goods with 1,550, or 15.31 per cent; and cotton goods with 1,269, or 12.53 per cent.

The aggregate duration was greatest in the iron and steel industry, 72,804 working days, or 19.24 per cent of the aggregate duration of all the disputes of the year, being due to disputes in that industry. Other leading industries in this respect were: Boots and shoes with 60,321, or 15.94 per cent; garments with 54,510, or 14.41 per cent; and printing and allied trades with 26,440, or 6.99 per cent.

The largest number of strikes occurred, as might be expected, in the city of Boston. In Boston there were 39 disputes, 144 establishments affected, 5,051 strikers, 791 employees thrown out of work, and an aggregate duration amounting to 142,594 working days.

The cities and towns in which the largest number of disputes occurred were: Boston, 39; Lynn, 15; Fall River, 11; Lowell, nine; Fitchburg, seven; Haverhill, six; Chicopee, Pittsfield, and Springfield, five each.



The city in which the largest number of establishments were involved was Boston, the total being 144. Other cities follow in this order: Brockton with 24, Fitchburg with 23, Fall River with 18, Haverhill with 16, Lynn with 15, and Gardner with 11.

In a consideration of strikers Boston occupies the first position. The number of strikers was 5,051 in Boston, or 33.56 per cent of all the strikers; 876 in Fall River; 830 in Chicopee; 810 in Lowell; 719 in Framingham; 528 in Brockton; 486 in Fitchburg; 376 in Adams; and 366 in Haverhill. The number of employees thrown out of work was 3,321 in Brockton, 791 in Boston, 756 in Lowell, 735 in Fall River, 725 in Warren, 722 in Whitman, and 663 in Lynn.

### *Causes.*

The year ending September 30, 1907, was remarkable for the generally prosperous condition of industry, and as might naturally be expected more strikes were occasioned by demands for increases in wages than for any other one cause. A total of 107 strikes, or 51.20 per cent, were for this cause alone, while but three, or 1.44 per cent, were in protest against reductions in wages. Disagreement concerning the union or closed shop, recognition of union, and other union rules, was the cause of 23, or 11 per cent of all the strikes. Disputes concerning the employment of particular classes or persons produced 24 strikes, or 11.48 per cent of all the disputes.

So far as the number of strikers was concerned the most important cause was for increase in wages, 5,819 employees, or 38.66 per cent of all the strikers, leaving work for this reason. There were 2,237 employees, or 14.86 per cent of all the strikers, who struck for recognition of union; 1,104 employees, or 7.34 per cent of all the strikers, who left work in sympathy with other strikers; and 1,103 employees, or 7.33 per cent of all the strikers, who struck for a reduction in hours of labor.

Of the 10,126 employees who were thrown out of work, 3,302, or 32.61 per cent, were thrown out of work as a result of six strikes for recognition of union; the number of em-



ployees thrown out of work being 1,065 greater than the number of strikers. There were 2,839 employees who were thrown out of work as a result of 107 strikes organized for increase in wages.

### *Duration of Disputes.*

The majority of disputes were of short duration. Of the 209 disputes of the year, 119, or 56.94 per cent, involving 33.36 per cent of the total number of employees engaged in all the disputes of the year, did not last more than one week. The number of disputes which did not last more than two weeks was 155, or 74.16 per cent, and involved 53.85 per cent of the strikers. Only 15, or 7.18 per cent of the total number of disputes, lasted more than six weeks, and involved but 22.98 per cent of the strikers.

The duration of all the disputes which began during the year amounted to 2,773 working days, and the average duration for each dispute was 13.3 days. The average duration in each establishment was 7.1 days. The strike or lockout does not always result in the closing of the establishment affected, but of the 393 establishments involved in disputes, 120, or 30.53 per cent, were closed.

The average duration of strikes in each establishment varied from 2.5 days in the rubber and rubber goods industry to 168 days in the printing and allied trades. Industries showing high averages are: Telegraphs, 36.5 days; shipbuilding, 18 days; hats, caps, and furs, 16 days; iron and steel manufacture, 15.1 days; and paper and paper goods, 10.8 days.

In the following industries none of the establishments affected by strikes were closed: Buttons and combs, food preparations, leather and rubber goods, shipbuilding, printing and allied trades, public employment, railroads, freight handling, and telegraphs. All of the establishments affected by strikes were closed in the following industries: Hats, caps, and furs; flax, hemp, and jute goods; and hosiery and knit goods. Industries which show low percentages of establishments closed are: Woodworking and furniture, 3.57 per cent; and iron and steel manufacture, 9.52 per cent. Industries which show high percentages of establishments closed are: Garments, 78.57 per

cent; tobacco, 77.78 per cent; and stone working, 57.14 per cent. The average number of working days closed per establishment was 9.8. The average number of working days closed per establishment varied from one day in the woodworking and furniture industry to 15.6 days in the tobacco industry.

The aggregate duration amounted to 142,594 days in Boston, 32,382 days in Fitchburg, 29,908 days in Brockton, 27,521 days in Lowell, 26,978 days in Holyoke, 11,940 days in Fall River, 11,923 days in Milford, and 11,899 days in Framingham.

Strikes of less than one day's duration are not included in any of the statistical tables in this report. The principal facts that could be obtained relating to the nine brief labor controversies in which there was an actual, well-defined cessation of work for the purpose of enforcing a demand are here presented: The cessation of work ranged from one and one-half hours to several hours; number of strikes ordered by labor organizations, three; number of establishments affected, 11; number of successful strikes, five; number of strikes compromised, one; number of strikes which failed, three (in one case the men were reinstated and in two the places were filled); number settled by: Direct negotiation, 4; by return to work without negotiation, 3; by filling places, 2; number of strikers: Males, 301; females, none; number of employees thrown out of work as a result of the strike action of others: Males, 24; females, 15.

Of the strikes of less than one day's duration, four, involving 183 employees (144 strikers and 39 who were thrown out of work), were organized for an increase in wages. One of these strikes was successful, and 68 strikers were granted an increase in weekly wages. Another strike, directly involving 24 employees and throwing four others out of employment, was compromised. Two strikes, in which 52 employees left work and 35 were thrown out of employment, failed, and the places of the strikers were filled in a few hours. One strike for reduction of hours of labor was successful, benefiting 70 employees. Two strikes, in which 40 employees left work, were successful in obtaining the union shop. Two strikes were organized for a change in working conditions, — one involving

30 strikers succeeded, and one involving 17 strikers failed; in the latter case the men returned to work within a few hours after leaving. Two hundred and eight strikers succeeded, 24 partly succeeded, and 69 failed in getting the results for which they struck.

### *Results.*

A strike was tabulated as successful when the employees succeeded in enforcing full compliance with all of their demands; compromised, when they succeeded in enforcing compliance with a part of their demands or partial compliance with some or all of their demands; and failed, when they did not succeed in enforcing even partial compliance with any of their demands.

The following table presents the number and percentages of disputes, strikers, employees thrown out of work, total employees involved, and aggregate duration, classified by results:

*Number and Percentage of Strikes, Establishments Involved in Strikes, and Strikers, by Results.*

RESULTS.	STRIKES		ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
Successful, . . . .	47	22.49	125	31.81	3,305	21.96
Compromised, . . . .	16	7.65	40	10.18	1,907	12.67
Failed: . . . .	146	69.86	228	58.01	9,838	65.37
Places filled, . . . .	76	36.37	124	31.55	4,293	28.53
Reinstated, . . . .	70	33.49	104	26.46	5,545	36.84
TOTALS, . . . .	209	100.00	393	100.00	15,050	100.00

Employees who struck failed more often than they succeeded. There were 3,305 strikers, or 21.96 per cent of all the strikers, who won their demands in 125 establishments, or 31.81 per cent of all the establishments involved in disputes; 1,907 strikers, or 12.67 per cent of all the strikers, won their demands in part in 40 establishments, or 10.18 per cent of all the establishments involved; and 9,838 strikers, or 65.37 per cent of all the strikers, failed entirely in 228 establishments, or 58.01 per cent of all the establishments involved. Of the 9,838 employees who failed, 5,545 were reinstated, while the

places of 4,293 were filled. Of the 7,465 people engaged in wage disputes, 1,508, or 20.20 per cent, were successful; while 4,544, or 60.87 per cent, were unsuccessful; and 1,413, or 18.93 per cent, arranged compromises. There were 15 disputes regarding hours of labor in which 1,178 employees were involved, and of this number 377, or 32.00 per cent, were successful; 130, or 11.04 per cent, partly successful; and 671, or 56.96 per cent, unsuccessful. In disputes involving questions of trade unionism there were 3,318 strikers, and of this number 829, or 24.98 per cent, were successful; and 2,489, or 75.02 per cent, were unsuccessful.

In the building trades the employees succeeded in enforcing their demands in 45.71 per cent of the establishments involved, succeeded partly in 1.43 per cent, and failed in 52.86 per cent. In the boot and shoe industry the employees succeeded in 24.33 per cent of the establishments involved, succeeded partly in 13.51 per cent, and failed in 62.16 per cent. In the iron and steel industry the employees succeeded in 14.29 per cent of the establishments, succeeded partly in 23.81 per cent, and failed in 61.90 per cent. In the cotton goods industry the employees succeeded in 14.29 per cent of the establishments, succeeded partly in 14.29 per cent, and failed in 71.42 per cent.

In the building trades 619 employees, or 55.17 per cent of the strikers, succeeded in enforcing their demands; 15, or 1.34 per cent, partly succeeded; and 488, or 43.49 per cent, failed. In the boot and shoe industry, 214, or 9.82 per cent of the employees, succeeded; 136, or 6.24 per cent, partly succeeded; and 1,829, or 83.94 per cent, failed. In the iron and steel industry, 294, or 16.65 per cent of the strikers, succeeded; 257, or 14.55 per cent, partly succeeded; and 1,215, or 68.80 per cent, failed. In the cotton goods industry, 166, or 7.47 per cent of the strikers, succeeded; 685, or 30.81 per cent, partly succeeded; and 1,372, or 61.72 per cent, failed.

#### *Methods of Settlement.*

The following table shows the aggregate number of disputes settled by direct negotiations, by arbitration, by return to work on employers' terms without negotiations, by filling places, and by union ordering men to return to work under former conditions.



*Number and Percentage of Strikes, Establishments Involved in Strikes,  
and Strikers, by Methods of Settlement.*

METHODS OF SETTLEMENT.	DISPUTES		ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
Direct negotiation, . . . .	69	33.02	168	42.75	6,223	41.35
Arbitration, . . . . .	6	2.87	34	8.65	545	3.62
Return to work without negotiations, . . . . .	47	22.49	50	12.72	2,876	19.11
Filling places, . . . . .	76	36.36	124	31.55	4,293	28.52
Union ordering strikers to return, . . . . .	11	5.26	17	4.33	1,113	7.40
TOTALS, . . . . .	209	100.00	393	100.00	15,050	100.00

Of the 209 strikes, 76, or 36.36 per cent, affecting 124, or 31.55 per cent of the establishments, and involving 4,293, or 28.52 per cent of the strikers, were settled by filling the places of the strikers; and 69, or 33.02 per cent, affecting 168, or 42.75 per cent of all the establishments, and involving 6,223, or 41.35 per cent of the strikers, were settled by direct negotiations.

Of the 76 strikes settled by filling the places of the strikers, 13 were in the iron and steel industry, 11 in the boot and shoe industry, 11 in the building trades, and 41 in 15 other industries.

Of the 69 strikes which were settled by direct negotiations between employers and employees, 14 were in the boot and shoe industry, 13 in the building trades, 10 in the cotton goods industry, and 32 were in 15 other industries.

Of the 47 strikes settled by the return of the employees to work on the employers' terms without negotiations, 10 were in the cotton goods industry and 37 were in 17 other industries.

Of the 11 strikes which were settled by the union ordering strikers who left work contrary to the unions' rules to return to work under the former conditions, four, involving 705 strikers, were in the cotton goods industry; three, involving 182 strikers, were in the iron and steel industry; and four were in six other industries.

Of the six strikes settled by arbitration, three, in which 139 strikers were involved, were in the boot and shoe industry; and one, in which 257 strikers were involved, was in the iron and steel industry. In 23 of the 27 industries in which disputes occurred, no strike was settled by arbitration.

*Strikes Ordered by Labor Organizations.*

During the year ending September 30, 1907, 102, or 48.80 per cent of all the strikes, were ordered by labor organizations; and 284, or 72.26 per cent of all the establishments involved in strikes, were involved in strikes ordered by labor organizations. Of all strikers, 9,487, or 63.04 per cent, were in strikes ordered by labor organizations; and of all employees thrown out of work, 6,335, or 62.56 per cent, were in strikes ordered by labor organizations. Of the 284 establishments involved in strikes ordered by labor organizations the employees were successful in 109, or 38.38 per cent; partly successful in 31, or 10.92 per cent; and failed in 144, or 50.70 per cent; while in the 109 establishments involved in strikes not ordered by labor organizations the employees were successful in 16, or 14.68 per cent; partly successful in nine, or 8.26 per cent; and failed in 84, or 77.06 per cent.

In the disputes which were ordered by labor organizations as well as in those which were not so ordered the strikers failed more often than they succeeded. Out of the 9,487 employees who struck by order of the trade unions to which they belonged, 2,594, or 27.34 per cent, were successful; while 1,017, or 10.72 per cent, were partly successful; and 5,876, or 61.94 per cent, failed. In the strikes which were not ordered by labor organizations, 711, or 12.78 per cent of the strikers, were successful; 890, or 16.00 per cent of the strikers, were partly successful; and 3,962, or 71.22 per cent of the strikers, failed.

All of the strikes which occurred in the building trades were ordered by labor organizations. Other industries show the following percentages of strikes ordered by labor organizations: boots and shoes, 54.29 per cent; iron and steel manufacture, 79.17 per cent; cotton goods, 14.29 per cent; woolen and worsted goods, 12.50 per cent; railroads, none; teaming, 100 per cent; woodworking and furniture, 80 per cent.

The percentages of establishments involved in strikes ordered by labor organizations in some of the principal industries were: Building trades, 100 per cent; boots and shoes, 51.35 per cent; iron and steel manufacture, 88.10 per cent; cotton goods, 14.29 per cent; woolen and worsted goods, 12.50 per cent; railroads,

none; teaming, 100 per cent; woodworking and furniture, 96.43 per cent.

All of the strikers in the following industries were ordered out by labor organizations: Building trades, stone working, buttons and combs, tobacco, miscellaneous metal trades, printing and allied trades, teaming, and telegraphs. In the garment industry, 1,813, or 98.37 per cent of the strikers in that industry, were ordered out by labor organizations; in the boot and shoe industry, 1,574, or 72.23 per cent; in the iron and steel industry, 1,438, or 81.43 per cent.

All of the strikers in the following industries were involved in strikes which were not ordered by labor organizations: Food; leather and rubber goods; shipbuilding; public employment; bleaching, dyeing, and printing; flax, hemp, and jute goods; knit goods; railroads; freight handling; and miscellaneous.

In the building trades the strikes ordered by labor organizations were successful in 45.71 per cent of the establishments; partly successful in 1.43 per cent of the establishments; and unsuccessful in 52.86 per cent. In the boot and shoe industry the strikes were successful in 26.31 per cent of the establishments; partly successful in 10.53 per cent; and unsuccessful in 63.16 per cent. In the iron and steel industry the strikes were successful in 13.51 per cent of the establishments; partly successful in 27.03 per cent; and unsuccessful in 59.46 per cent. In the cotton goods industry the strikes were partly successful in 50 per cent of the establishments involved and unsuccessful in 50 per cent of the establishments.

Of strikes not ordered by labor organizations, the percentage of establishments in which the strikes were successful in the boot and shoe industry was 22.22 per cent, with 16.67 per cent partly successful and 61.11 per cent unsuccessful; in iron and steel manufacture, 20 per cent successful and 80 per cent unsuccessful; in cotton goods, 16.67 per cent successful, 8.33 per cent partly successful, and 75.00 per cent unsuccessful.

#### *Strikes by Months.*

More strikes occurred in May than in any other month. During 1907, 52, or 24.88 per cent of all the strikes, occurred during May. The next highest month for frequency of dis-

putes was April, when 27, or 12.92 per cent of all the strikes, occurred. So far as the number of strikers was concerned, March was the leading month, with 2,876, or 19.11 per cent of all the strikers, and May was second with 2,678, or 17.79 per cent of all the strikers.

*Sex of Strikers and of Employees Thrown out of Work.*

Of the 15,050 strikers, 11,986, or 79.64 per cent, were males, and 3,064, or 20.36 per cent, were females. In the industries in which large numbers of both sexes are found a larger percentage of the strikers were males. In the following industries the majority of the strikers were females: Flax, hemp, and jute goods, 100 per cent; tobacco, 97.04 per cent; paper and paper goods, 75.21 per cent. In the cotton goods industry the proportion of strikers of each sex was very nearly the same, 53.13 per cent being males and 46.87 per cent females.

In all of the strikes, 7,054, or 69.66 per cent of the employees thrown out of work, were males, and 3,072, or 30.34 per cent, were females. In the industries where the largest numbers of employees were thrown out of work by strikes most of the employees thrown out were males. But in such industries as building trades, metals, machinery, and shipbuilding, and transportation very few females are employed. In three of the 27 industries more than one-half of the employees thrown out of work were females. These industries were: Paper and paper goods, 68.55 per cent; flax, hemp, and jute goods, 61.06 per cent; and cotton goods, 53.55 per cent.



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# STATISTICAL TABLES.

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## STATISTICS FOR THE FIVE-YEAR PERIOD, 1903-1907.

Table I — *Strikes, Establishments Involved, Strikers, Employees Thrown out of Work, and Aggregate Duration, by Years.*

YEARS.	Number of Strikes	Number of Establishments Affected	NUMBER OF EMPLOYEES INVOLVED			Aggregate Duration in Working Days
			Strikers	Employees Thrown out of Work	Totals	
1903, . . . . .	217	1—	<sup>3</sup> 28,709	2—	<sup>3</sup> 28,709	<sup>3</sup> 1,316,859
1904, . . . . .	198	1—	47,098	2—	47,098	<sup>4</sup> 4,478,755
1905, . . . . .	158	1—	<sup>5</sup> 7,355	2—	<sup>5</sup> 7,355	<sup>5</sup> 90,416
1906, . . . . .	221	569	18,453	17,345	35,798	<sup>6</sup> 493,732
1907, . . . . .	209	393	15,050	10,126	25,176	378,383
TOTALS, . . . . .	1,003	962	116,665	27,471	144,136	6,758,145

<sup>1</sup> Figures not available for the years 1903, 1904, and 1905.<sup>2</sup> The data for the years 1903, 1904, and 1905 do not give the number of employees thrown out of work.<sup>3</sup> Number of strikers and aggregate duration are given for only 133 strikes.<sup>4</sup> Aggregate duration is given for only 120 strikes.<sup>5</sup> Number of strikers and aggregate duration are given for only 110 strikes.<sup>6</sup> Aggregate duration is given for 220 strikes.Table II — *Number of Disputes, Classified by Industries.*

INDUSTRIES.	1903	1904	1905	1906	1907	1903-07
<b>Building and Stone Working,</b> . . . . .	<b>67</b>	<b>56</b>	<b>38</b>	<b>52</b>	<b>49</b>	<b>262</b>
Building trades, . . . . .	45	40	17	35	25	162
Stone working, . . . . .	6	10	9	13	6	44
Building and street labor, . . . . .	16	6	12	4	18	56
<b>Clothing,</b> . . . . .	<b>45</b>	<b>33</b>	<b>28</b>	<b>38</b>	<b>41</b>	<b>185</b>
Boots and shoes, . . . . .	32	22	18	35	35	142
Buttons and combs, . . . . .	1	—	1	1	1	4
Garments, . . . . .	9	7	7	1	3	27
Hats, caps, and furs, . . . . .	2	3	2	1	2	10
Shirts, collars, and laundry, . . . . .	1	1	—	—	—	2
<b>Food, Liquors, and Tobacco,</b> . . . . .	<b>7</b>	<b>8</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>27</b>
Food, . . . . .	7	7	2	1	1	18
Liquors, . . . . .	—	1	1	2	—	4
Tobacco, . . . . .	—	—	1	1	3	5
<b>Leather and Rubber Goods,</b> . . . . .	<b>11</b>	<b>9</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>27</b>
Leather goods, . . . . .	6	3	2	1	2	14
Rubber goods, . . . . .	5	6	—	2	—	13
<b>Metals, Machinery, and Shipbuilding,</b> . . . . .	<b>27</b>	<b>30</b>	<b>14</b>	<b>32</b>	<b>28</b>	<b>131</b>
Iron and steel manufacture, . . . . .	18	20	9	23	24	94
Miscellaneous metal trades, . . . . .	3	6	4	8	3	24
Shipbuilding, . . . . .	4	2	1	1	1	9
Stationary enginemen, . . . . .	2	2	—	—	—	4
<b>Paper and Paper Goods,</b> . . . . .	<b>4</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>18</b>
<b>Printing and Allied Trades,</b> . . . . .	<b>3</b>	<b>1</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>17</b>
<b>Public Employment,</b> . . . . .	<b>1</b>	<b>—</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>8</b>

Table II — Number of Disputes, Classified by Industries — Concluded.

INDUSTRIES.	1903	1904	1905	1906	1907	1903-07
<b>Restaurants and Retail Trade,</b> . . . . .	<b>1</b>	<b>—</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>2</b>
<b>Textiles,</b> . . . . .	<b>28</b>	<b>32</b>	<b>45</b>	<b>50</b>	<b>50</b>	<b>205</b>
Bleaching, dyeing, and printing, . . . . .	1	—	—	2	4	7
Cotton goods, . . . . .	19	19	29	32	28	127
Flax, hemp, and jute goods, . . . . .	—	1	—	—	1	2
Knit goods, . . . . .	—	1	—	2	1	4
Woolen and worsted goods, . . . . .	6	11	14	14	16	61
Other textiles, . . . . .	2	—	2	—	—	4
<b>Transportation,</b> . . . . .	<b>12</b>	<b>17</b>	<b>17</b>	<b>10</b>	<b>19</b>	<b>75</b>
Railroads, . . . . .	4	3	1	4	9	21
Navigation, . . . . .	—	2	—	3	—	6
Teaming, . . . . .	8	9	13	2	7	39
Freight handling, . . . . .	—	2	2	1	2	7
Telegraphs, . . . . .	—	1	—	—	1	2
<b>Woodworking and Furniture,</b> . . . . .	<b>9</b>	<b>7</b>	<b>2</b>	<b>12</b>	<b>5</b>	<b>35</b>
<b>Miscellaneous,</b> . . . . .	<b>2</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>11</b>
<b>TOTALS,</b> . . . . .	<b>217</b>	<b>198</b>	<b>158</b>	<b>221</b>	<b>209</b>	<b>1,003</b>

Table III — Disputes Classified by Causes.

CAUSES.	NUMBER OF DISPUTES IN —					
	1903	1904	1905	1906	1907	1903-07
<b>Wages,</b> . . . . .	<b>96</b>	<b>78</b>	<b>62</b>	<b>112</b>	<b>121</b>	<b>469</b>
For increase, . . . . .	79	57	49	92	107	384
Against decrease, . . . . .	14	21	13	3	3	54
Other, . . . . .	3	—	—	17	11	31
<b>Hours of labor,</b> . . . . .	<b>9</b>	<b>14</b>	<b>14</b>	<b>32</b>	<b>15</b>	<b>84</b>
For decrease, . . . . .	—	—	14	32	14	60
Other, . . . . .	9	14	—	—	1	24
<b>Wages and hours,</b> . . . . .	<b>35</b>	<b>—</b>	<b>7</b>	<b>—</b>	<b>—</b>	<b>42</b>
<b>Employment of particular classes or persons,</b> . . . . .	<b>21</b>	<b>20</b>	<b>13</b>	<b>29</b>	<b>24</b>	<b>107</b>
For reinstatement of discharged employee, . . . . .	1—	1—	1—	13	9	22
Against employment of certain officials, . . . . .	1—	1—	1—	10	5	15
Other, . . . . .	1—	1—	1—	6	10	16
<b>Working conditions,</b> . . . . .	<b>13</b>	<b>17</b>	<b>20</b>	<b>19</b>	<b>16</b>	<b>85</b>
For change in existing arrangements, . . . . .	1—	1—	1—	13	5	18
Against change in existing arrangements, . . . . .	1—	1—	1—	4	8	12
Other, . . . . .	1—	1—	1—	2	3	5
<b>Trade unionism,</b> . . . . .	<b>29</b>	<b>32</b>	<b>24</b>	<b>26</b>	<b>23</b>	<b>134</b>
For union shop, . . . . .	1—	1—	1—	21	13	34
For recognition of union, . . . . .	1—	1—	1—	3	6	9
Other, . . . . .	1—	1—	1—	2	4	6
<b>Sympathy,</b> . . . . .	<b>10</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>10</b>	<b>34</b>
<b>Other causes,</b> . . . . .	<b>4</b>	<b>30</b>	<b>14</b>	<b>—</b>	<b>—</b>	<b>48</b>
<b>TOTALS,</b> . . . . .	<b>217</b>	<b>198</b>	<b>158</b>	<b>221</b>	<b>209</b>	<b>1,003</b>

<sup>1</sup> In 1903, 1904, and 1905, the causes were not further classified. The corresponding totals in the last column are for the years 1906 and 1907 only.

Table IV — Causes of Disputes, by Percentages.

CAUSES.	1903	1904	1905	1906	1907	1903-07
<b>Wages,</b> . . . . .	<b>44.24</b>	<b>39.39</b>	<b>39.24</b>	<b>50.68</b>	<b>57.89</b>	<b>46.76</b>
For increase, . . . . .	36.41	28.79	31.01	41.63	51.20	38.29
Against decrease, . . . . .	6.45	10.60	8.23	1.36	1.43	5.38
Other, . . . . .	1.38	—	—	7.69	5.26	3.09
<b>Hours of labor,</b> . . . . .	<b>4.15</b>	<b>7.07</b>	<b>8.86</b>	<b>14.48</b>	<b>7.18</b>	<b>8.37</b>
For decrease, . . . . .	—	—	8.86	14.48	6.70	5.98
Other, . . . . .	4.15	7.07	—	—	0.48	2.39
<b>Wages and hours,</b> . . . . .	<b>16.13</b>	<b>—</b>	<b>4.43</b>	<b>—</b>	<b>—</b>	<b>4.19</b>
<b>Employment of particular classes or persons,</b> . . . . .	<b>9.68</b>	<b>10.10</b>	<b>8.23</b>	<b>13.12</b>	<b>11.48</b>	<b>10.67</b>
For reinstatement of discharged employees, . . . . .	1—	1—	1—	5.88	4.31	2.19
Against employment of certain officials, . . . . .	1—	1—	1—	4.52	2.39	1.50
Other, . . . . .	1—	1—	1—	2.72	4.78	1.60
<b>Working conditions,</b> . . . . .	<b>5.99</b>	<b>8.59</b>	<b>12.66</b>	<b>8.60</b>	<b>7.66</b>	<b>8.47</b>
For change in existing arrangements, . . . . .	1—	1—	1—	5.88	2.39	1.79
Against change in existing arrangements, . . . . .	1—	1—	1—	1.81	3.83	1.20
Other, . . . . .	1—	1—	1—	0.91	1.44	0.50
<b>Trade unionism,</b> . . . . .	<b>13.36</b>	<b>16.16</b>	<b>15.19</b>	<b>11.76</b>	<b>11.00</b>	<b>13.36</b>
For union shop, . . . . .	1—	1—	1—	9.50	6.22	3.39
For recognition of union, . . . . .	1—	1—	1—	1.36	2.87	0.90
Other, . . . . .	1—	1—	1—	0.90	1.91	0.60
<b>Sympathy,</b> . . . . .	<b>4.61</b>	<b>3.54</b>	<b>2.53</b>	<b>1.36</b>	<b>4.78</b>	<b>3.39</b>
<b>Other causes,</b> . . . . .	<b>1.84</b>	<b>15.15</b>	<b>8.86</b>	<b>—</b>	<b>—</b>	<b>4.79</b>
<b>TOTALS,</b> . . . . .	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

<sup>1</sup> In 1903, 1904, and 1905, the causes were not further classified. The corresponding percentages in the last column are for the years 1906 and 1907 only.

Table V — Disputes Classified by Duration.

DURATION IN WORKING DAYS.	1903	1904	1905	1906	1907	1903-07
1 day, . . . . .	25	14	13	39	20	111
1½ days, . . . . .	—	—	—	1	2	3
2 days, . . . . .	14	15	18	31	27	105
2½ days, . . . . .	—	—	—	1	—	1
3 days, . . . . .	12	12	15	19	18	76
4 days, . . . . .	8	6	11	14	17	56
5 days, . . . . .	2	7	3	3	14	29
6 days (one week), . . . . .	26	15	9	24	21	95
7 days, . . . . .	—	—	8	4	4	16
8 days, . . . . .	—	1	2	5	6	14
9 days, . . . . .	—	5	1	4	6	16
10 days, . . . . .	1	8	2	2	7	20
11 days, . . . . .	1	2	1	4	6	14
12 days (two weeks), . . . . .	10	6	5	7	7	35
13 days, . . . . .	—	—	—	4	4	8
14 days, . . . . .	—	—	3	3	3	9
15 days, . . . . .	1	—	—	2	2	5
16 days, . . . . .	1	—	1	1	—	3
17 days, . . . . .	3	—	—	1	5	9
18 days (three weeks), . . . . .	8	9	3	4	4	28
19 days, . . . . .	—	—	1	1	4	6
20 days, . . . . .	—	1	1	—	1	3
21 days, . . . . .	—	1	1	2	1	5
22 days, . . . . .	—	—	—	—	1	1
23 days, . . . . .	—	—	—	3	2	5
24 days (four weeks), . . . . .	2	2	3	—	1	8
25 days, . . . . .	—	—	—	2	2	4



Table V — Disputes Classified by Duration — Concluded.

DURATION IN WORKING DAYS.	1903	1904	1905	1906	1907	1903-07
26 days, . . . . .	—	—	—	4	—	4
27 days, . . . . .	—	—	—	—	1	1
28 days, . . . . .	3	1	—	1	—	5
29 days, . . . . .	—	—	—	1	1	2
30 days (five weeks), . . . . .	—	1	2	4	1	8
31 days, . . . . .	—	—	—	2	2	4
32 days, . . . . .	—	—	—	3	—	3
33 days, . . . . .	—	2	—	1	1	4
34 days, . . . . .	—	—	—	—	3	3
36 days (six weeks), . . . . .	5	2	—	2	—	9
38 days, . . . . .	—	—	1	1	—	2
39 days, . . . . .	—	—	—	—	—	—
41 days, . . . . .	—	—	—	—	—	—
42 days (seven weeks), . . . . .	1	—	—	—	—	1
43 days, . . . . .	—	—	—	—	1	1
44 days, . . . . .	—	—	—	1	—	1
48 days (eight weeks), . . . . .	2	1	2	—	—	5
49 days, . . . . .	—	—	—	1	1	2
50 days, . . . . .	—	—	—	—	1	1
51 days, . . . . .	—	—	—	1	—	1
54 days (nine weeks), . . . . .	1	1	2	—	—	4
56 days, . . . . .	1	—	—	—	—	1
57 days, . . . . .	1	—	—	—	1	2
60 days (10 weeks), . . . . .	1	—	—	—	—	1
61 days, . . . . .	—	—	—	—	1	1
68 days, . . . . .	—	—	—	1	—	1
69 days, . . . . .	—	1	—	—	—	1
71 days, . . . . .	—	—	—	1	—	1
72 days (12 weeks), . . . . .	1	—	—	—	—	1
73 days, . . . . .	—	—	—	1	1	2
76 days, . . . . .	—	—	—	1	—	1
77 days, . . . . .	—	—	—	2	—	2
78 days (13 weeks), . . . . .	—	1	—	1	1	3
80 days, . . . . .	—	—	—	—	1	1
81 days, . . . . .	—	—	—	1	—	1
82 days, . . . . .	—	—	—	—	1	1
83 days, . . . . .	—	—	—	—	2	2
84 days (14 weeks), . . . . .	2	4	1	—	—	7
89 days, . . . . .	—	—	—	—	1	1
90 days, . . . . .	—	—	—	—	1	1
100 days, . . . . .	—	—	—	2	—	2
101 days, . . . . .	—	—	—	1	—	1
102 days (17 weeks), . . . . .	1	—	—	—	—	1
103 days, . . . . .	—	—	—	1	—	1
119 days, . . . . .	—	—	—	—	1	1
126 days, . . . . .	—	1	—	—	—	1
142 days, . . . . .	—	—	—	1	—	1
150 days (25 weeks), . . . . .	—	—	1	—	—	1
151 days, . . . . .	—	1	—	—	—	1
153 days, . . . . .	—	—	—	1	—	1
168 days (28 weeks), . . . . .	—	—	—	—	1	1
192 days (32 weeks), . . . . .	—	—	—	1	—	1
202 days, . . . . .	—	—	—	1	—	1
236 days, . . . . .	—	—	—	1	—	1
Indefinite, . . . . .	84	78	48	1	—	211
TOTALS, . . . . .	217	198	158	221	209	1,003

Table VI — Disputes Classified by Results.

RESULTS.	NUMBER OF DISPUTES IN—					
	1903	1904	1905	1906	1907	1903-07
Succeeded, . . . . .	56	39	37	69	47	248
Compromised, . . . . .	60	29	30	27	16	162
Failed, . . . . .	90	103	73	125	146	537
Men reinstated, . . . . .	44	45	32	47	70	238
Places filled, . . . . .	46	58	41	78	76	299
Indefinite or unsettled, . . . . .	11	27	18	—	—	56
TOTALS, . . . . .	217	198	158	221	209	1,003

*Table VII — Results of Disputes, by Percentages.*

RESULTS.	1903	1904	1905	1906	1907	1903-07
Succeeded, . . . . .	25.81	19.70	23.42	31.22	22.49	24.73
Compromised, . . . . .	27.65	14.65	18.99	12.22	7.66	16.15
Failed, . . . . .	41.47	62.02	46.20	56.66	69.86	53.64
Men reinstated, . . . . .	20.27	22.73	20.25	21.27	33.49	23.73
Places filled, . . . . .	21.20	29.29	25.95	35.29	36.36	29.81
Indefinite or unsettled, . . . . .	5.07	13.63	11.39	—	—	5.58
TOTALS, . . . . .	100.00	100.00	100.00	100.00	100.00	100.00

*Table VIII — Disputes in 1906 and 1907, Classified by Methods of Settlement.*

METHODS OF SETTLEMENT.	1906	1907	1906-07
Direct negotiations, . . . . .	103	69	172
Arbitration, . . . . .	11	6	17
Return to work without negotiations, . . . . .	25	47	72
Filling places, . . . . .	78	76	154
Shutting down, . . . . .	1	—	1
Union ordering men to return under former conditions, . . . . .	3	11	14
Indefinite or unsettled, . . . . .	—	—	—
TOTALS, . . . . .	221	209	430

*Table IX — Strikes Ordered by Labor Organizations and not so Ordered, 1906 and 1907.*

CLASSIFICATION.	STRIKES ORDERED BY LABOR ORGANIZATIONS				STRIKES NOT ORDERED BY LABOR ORGANIZATIONS			
	1906		1907		1906		1907	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
Number of strikes, . . . . .	120	54.30	102	48.80	101	45.70	107	51.20
Number of strikers, . . . . .	13,076	70.86	9,487	63.04	5,377	29.14	5,563	36.96
Number of successful strikes, . . . . .	49	68.06	31	65.96	23	31.94	16	34.04
Strikers, . . . . .	7,620	82.76	2,594	78.49	1,587	17.24	711	21.51
Number of partly successful strikes, . . . . .	12	44.44	8	50.00	15	55.56	8	50.00
Strikers, . . . . .	598	36.64	1,017	53.33	1,034	63.36	890	46.67
Number of unsuccessful strikes, . . . . .	59	48.36	63	43.15	63	51.64	83	56.85
Strikers, . . . . .	4,858	63.80	5,876	59.73	2,756	36.20	3,962	40.27

Table X — Disputes by Cities and Towns.

CITIES AND TOWNS.	NUMBER OF DISPUTES IN —					
	1903	1904	1905	1906	1907	1903-07
<b>The State.</b>	<b>217</b>	<b>198</b>	<b>158</b>	<b>221</b>	<b>209</b>	<b>1,003</b>
Abington, . . . . .	1	—	—	2	—	3
Acushnet, . . . . .	—	—	—	1	—	1
Adams, . . . . .	1	1	1	2	3	8
Amesbury, . . . . .	1	—	—	—	—	1
Andover, . . . . .	—	1	—	2	1	4
Athol, . . . . .	1	2	—	—	—	3
Attleborough, . . . . .	—	—	1	—	1	2
Auburn, . . . . .	—	1	—	—	—	1
Barre, . . . . .	—	—	—	1	—	1
BEVERLY, . . . . .	3	3	2	3	—	11
Billerica, . . . . .	—	—	—	—	1	1
Blackstone, . . . . .	2	—	—	—	—	2
Boston, . . . . .	40	54	23	33	39	189
Bridgewater, . . . . .	1	—	—	—	1	2
Brockton, . . . . .	10	1	1	7	9	28
Brookfield, . . . . .	—	—	1	1	—	2
Brookline, . . . . .	—	—	—	2	—	2
CAMBRIDGE, . . . . .	1	5	1	2	2	11
Canton, . . . . .	1	—	—	—	—	1
Charlton, . . . . .	2	—	—	—	—	2
Chelmsford, . . . . .	1	1	—	2	—	4
CHELSEA, . . . . .	—	2	—	3	2	7
Cheshire, . . . . .	—	—	—	2	—	2
Chester, . . . . .	—	1	—	—	—	1
CHICOPEE, . . . . .	2	3	3	8	5	21
Clinton, . . . . .	2	3	2	2	2	11
Dalton, . . . . .	1	—	2	1	—	4
Danvers, . . . . .	—	—	—	—	1	1
Dedham, . . . . .	1	—	—	1	—	2
Dracut, . . . . .	—	—	—	—	1	1
Easthampton, . . . . .	—	—	—	—	1	1
East Longmeadow, . . . . .	—	—	—	1	—	1
EVERETT, . . . . .	1	—	1	1	—	3
Fairhaven, . . . . .	—	1	—	—	—	1
FALL RIVER, . . . . .	10	10	15	9	11	55
FITCHBURG, . . . . .	3	2	—	1	7	13
Foxborough, . . . . .	—	—	—	1	—	1
Frammingham, . . . . .	3	1	—	—	2	6
Franklin, . . . . .	—	—	—	—	2	2
Freetown, . . . . .	—	—	—	—	1	1
Gardner, . . . . .	4	1	—	—	2	7
GLOUCESTER, . . . . .	2	1	2	1	2	6
Grafton, . . . . .	—	—	—	1	2	3
Great Barrington, . . . . .	—	—	1	—	1	2
Greenfield, . . . . .	3	—	—	—	1	4
HAVERHILL, . . . . .	8	5	1	5	6	25
Hinsdale, . . . . .	—	1	—	—	—	1
HOLYOKE, . . . . .	3	7	—	4	4	18
Hudson, . . . . .	—	—	1	—	2	3
Huntington, . . . . .	—	—	—	—	1	1
Hyde Park, . . . . .	—	1	—	1	—	2
Ipswich, . . . . .	—	—	—	1	1	2
LAWRENCE, . . . . .	2	4	6	7	2	21
Lee, . . . . .	—	1	—	—	1	2
Leominster, . . . . .	1	—	—	—	3	4
LOWELL, . . . . .	7	4	9	12	9	41
LYNN, . . . . .	17	16	17	17	15	82
MALDEN, . . . . .	1	2	2	—	2	7
Marblehead, . . . . .	1	—	—	—	—	1
MARLBOROUGH, . . . . .	—	1	—	1	—	2
Maynard, . . . . .	—	—	2	—	—	2
MEDFORD, . . . . .	1	—	1	—	—	2
MELROSE, . . . . .	—	—	1	—	—	1
Milford, . . . . .	—	2	2	3	1	8
Millbury, . . . . .	—	—	—	1	1	2
Millis, . . . . .	—	—	—	—	1	1
Milton, . . . . .	—	—	—	1	—	1
Montague, . . . . .	—	—	—	—	1	1
Nahant, . . . . .	—	—	1	—	—	1
Natick, . . . . .	—	—	1	—	—	1
NEW BEDFORD, . . . . .	6	6	7	5	3	27
NEWBURYPORT, . . . . .	—	1	—	3	1	5

Table X—Disputes by Cities and Towns—Concluded.

CITIES AND TOWNS.	NUMBER OF DISPUTES IN—					
	1903	1904	1905	1906	1907	1903-07
NEWTON, . . . . .	—	—	2	—	1	3
NORTH ADAMS, . . . . .	2	3	1	3	1	10
NORTHAMPTON, . . . . .	3	3	2	1	2	11
North Andover, . . . . .	—	—	1	—	—	1
North Attleborough, . . . . .	3	1	—	2	—	6
Northborough, . . . . .	—	1	1	—	—	2
Northbridge, . . . . .	—	—	1	1	1	3
Norwood, . . . . .	—	—	—	2	—	2
Oxford, . . . . .	—	—	1	—	—	1
Palmer, . . . . .	—	—	—	1	1	2
Peabody, . . . . .	3	—	4	—	—	7
PITTSFIELD, . . . . .	6	2	3	3	5	19
Plymouth, . . . . .	—	—	—	—	2	2
QUINCY, . . . . .	2	2	4	2	4	14
Randolph, . . . . .	1	—	—	—	—	1
Revere, . . . . .	—	1	—	1	—	2
Rockland, . . . . .	1	—	—	—	—	1
Rockport, . . . . .	—	—	1	2	1	4
Rowley, . . . . .	—	—	—	2	—	2
Russell, . . . . .	—	—	—	—	1	1
SALEM, . . . . .	4	—	1	3	2	10
Shrewsbury, . . . . .	—	—	2	—	—	2
SOMERVILLE, . . . . .	3	3	—	1	—	7
Southbridge, . . . . .	—	1	—	—	1	2
South Hadley, . . . . .	—	—	1	—	2	3
Spencer, . . . . .	5	1	1	2	1	10
SPRINGFIELD, . . . . .	13	5	4	14	5	41
Sterling, . . . . .	—	—	—	1	—	1
Stoughton, . . . . .	—	1	—	1	—	2
Sturbridge, . . . . .	—	1	—	—	—	1
Swampscott, . . . . .	1	—	—	—	—	1
TAUNTON, . . . . .	—	3	1	2	4	10
Templeton, . . . . .	—	1	—	—	—	1
Uxbridge, . . . . .	—	1	1	1	—	3
Wakefield, . . . . .	—	1	—	—	—	1
Walpole, . . . . .	—	—	1	—	—	1
WALTHAM, . . . . .	2	3	3	5	2	15
Ware, . . . . .	—	—	—	3	1	4
Warren, . . . . .	1	1	—	1	2	5
Watertown, . . . . .	2	—	—	2	—	4
Webster, . . . . .	—	—	1	1	—	2
Wenham, . . . . .	1	—	—	—	—	1
Westborough, . . . . .	—	—	—	2	—	2
West Boylston, . . . . .	1	—	1	—	—	2
Westfield, . . . . .	2	2	2	—	4	10
Westford, . . . . .	—	—	—	1	1	2
West Springfield, . . . . .	2	3	—	—	2	7
Weymouth, . . . . .	—	1	—	—	—	1
Whitman, . . . . .	2	2	1	1	1	7
Williamsburg, . . . . .	—	—	—	1	—	1
Williamstown, . . . . .	—	1	—	—	1	2
Winchester, . . . . .	1	—	—	—	2	3
WOBURN, . . . . .	—	1	—	—	3	4
WORCESTER, . . . . .	12	7	10	6	4	39
In General, <sup>1</sup> . . . . .	—	1	—	2	—	3

<sup>1</sup> The term "In General" is used to indicate the fact that a strike affected more than one city or town.

*Table XI — Disputes Classified by Months in which the Strikes Began.*

MONTHS.	NUMBER OF DISPUTES IN —					
	1903	1904	1905	1906	1907	1903-07
October, . . . . .	15	8	5	18	8	54
November, . . . . .	11	16	7	14	14	62
December, . . . . .	8	12	3	6	11	40
January, . . . . .	19	7	10	17	12	65
February, . . . . .	18	17	9	23	15	82
March, . . . . .	23	18	23	19	20	103
April, . . . . .	25	27	14	29	27	122
May, . . . . .	37	33	22	32	52	176
June, . . . . .	15	23	21	18	19	96
July, . . . . .	21	14	17	11	12	75
August, . . . . .	11	9	16	21	12	69
September, . . . . .	14	14	11	13	7	59
TOTALS, . . . . .	217	198	158	221	209	1,003

*Table XII — Statistics of Lockouts for 1906 and 1907.*

	1906	1907	1906-07
Number of lockouts, . . . . .	9	4	13
Number of establishments involved, . . . . .	135	4	139
Number of employees involved, . . . . .	1,444	1,079	2,523
Number of employees locked out, . . . . .	1,304	357	1,661
Number of employees thrown out of work, . . . . .	140	722	862
Aggregate duration, . . . . .	9,875	11,552	21,427



## STATISTICS FOR 1907.

Table XIII — Disputes, Establishments Involved, Strikers, Employees Thrown out of Work, Total Employees Involved, and Aggregate Duration, by Industries.

INDUSTRIES.	Number of Disputes	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Aggregate Duration in Working Days
			Strikers	Employees Thrown out of Work	Totals	
<b>Building and Stone Working,</b>	<b>49</b>	<b>103</b>	<b>2,394</b>	<b>414</b>	<b>2,808</b>	<b>32,782</b>
Building trades, . . . .	25	70	1,122	281	1,403	12,827
Stone working, . . . .	6	14	673	92	765	16,921
Building and street labor, .	18	19	599	41	640	3,034
<b>Clothing, . . . .</b>	<b>41</b>	<b>96</b>	<b>4,086</b>	<b>4,808</b>	<b>8,894</b>	<b>115,711</b>
Boots and shoes, . . . .	35	37	2,179	4,806	6,985	60,321
Buttons and combs, . . .	1	1	22	—	22	176
Garments, . . . .	3	56	1,843	—	1,843	54,510
Hats, caps, and furs, . .	2	2	42	2	44	704
<b>Food, Liquors, and Tobacco,</b>	<b>4</b>	<b>10</b>	<b>419</b>	<b>484</b>	<b>903</b>	<b>16,451</b>
Food, . . . .	1	1	14	—	14	84
Tobacco, . . . .	3	9	405	484	889	16,367
<b>Leather and Rubber Goods,</b>	<b>2</b>	<b>2</b>	<b>56</b>	<b>—</b>	<b>56</b>	<b>124</b>
<b>Metals, Machinery, and Shipbuilding,</b>	<b>28</b>	<b>46</b>	<b>1,887</b>	<b>167</b>	<b>2,054</b>	<b>73,318</b>
Iron and steel manufacture, .	24	42	1,766	167	1,933	72,804
Miscellaneous metal trades, .	3	3	113	—	113	370
Shipbuilding, . . . .	1	1	8	—	8	144
<b>Paper and Paper Goods, .</b>	<b>5</b>	<b>5</b>	<b>117</b>	<b>124</b>	<b>241</b>	<b>2,424</b>
<b>Printing and Allied Trades,</b>	<b>1</b>	<b>1</b>	<b>159</b>	<b>—</b>	<b>159</b>	<b>26,440</b>
<b>Public Employment, .</b>	<b>2</b>	<b>2</b>	<b>47</b>	<b>—</b>	<b>47</b>	<b>578</b>
<b>Textiles, . . . .</b>	<b>50</b>	<b>50</b>	<b>3,801</b>	<b>4,108</b>	<b>7,909</b>	<b>58,873</b>
Bleaching, dyeing, and printing, . . . .	4	4	309	721	1,030	6,822
Cotton goods, . . . .	28	28	2,223	1,269	3,492	24,186
Flax, hemp, and jute goods, .	1	1	25	208	233	1,864
Knit goods, . . . .	1	1	176	360	536	2,680
Woolen and worsted goods, .	16	16	1,068	1,550	2,618	23,321
<b>Transportation, . . .</b>	<b>19</b>	<b>47</b>	<b>1,578</b>	<b>21</b>	<b>1,599</b>	<b>41,449</b>
Railroads, . . . .	9	9	512	—	512	6,240
Teaming, . . . .	7	34	659	21	680	14,308
Freight handling, . . . .	2	2	130	—	130	680
Telegraphs, . . . .	1	2	277	—	277	20,221
<b>Woodworking and Furniture, . . . .</b>	<b>5</b>	<b>28</b>	<b>348</b>	<b>—</b>	<b>348</b>	<b>9,720</b>
<b>Miscellaneous, . . . .</b>	<b>3</b>	<b>3</b>	<b>158</b>	<b>—</b>	<b>158</b>	<b>513</b>
<b>TOTALS, . . . .</b>	<b>209</b>	<b>393</b>	<b>15,050</b>	<b>10,126</b>	<b>25,176</b>	<b>378,383</b>

Table XIV — Average Number of Establishments Involved in Disputes, Strikers, Employees Thrown out of Work, Total Employees Involved, and Aggregate Duration, by Industries.

INDUSTRIES.	AVERAGE NUMBER OF —				Average Aggregate Duration in Each Dispute
	Establishments in Each Dispute	Strikers in Each Dispute	Employees Thrown out of Work in Each Dispute	Employees Involved in Each Dispute	
<b>Building and Stone Working, . . . . .</b>	<b>2.1</b>	<b>49</b>	<b>8</b>	<b>57</b>	<b>669</b>
Building trades, . . . . .	2.8	45	11	56	513
Stone working, . . . . .	2.3	112	15	128	2,820
Building and street labor, . . . . .	1.1	33	2	36	169
<b>Clothing, . . . . .</b>	<b>2.3</b>	<b>100</b>	<b>117</b>	<b>217</b>	<b>2,822</b>
Boots and shoes, . . . . .	1.1	62	137	200	1,723
Buttons, combs, etc., . . . . .	1.0	22	—	22	176
Garments, . . . . .	18.7	614	—	614	18,170
Hats, caps, and furs, . . . . .	1.0	21	1	22	352
<b>Food, Liquors, and Tobacco, . . . . .</b>	<b>2.5</b>	<b>105</b>	<b>121</b>	<b>226</b>	<b>4,113</b>
Food, . . . . .	1.0	14	—	14	84
Tobacco, . . . . .	3.0	135	161	296	5,456
<b>Leather and Rubber Goods, . . . . .</b>	<b>1.0</b>	<b>28</b>	<b>—</b>	<b>28</b>	<b>62</b>
<b>Metals, Machinery, and Shipbuilding, . . . . .</b>	<b>1.6</b>	<b>67</b>	<b>6</b>	<b>73</b>	<b>2,619</b>
Iron and steel manufacture, . . . . .	1.8	74	7	81	3,034
Miscellaneous metals, . . . . .	1.0	38	—	38	123
Shipbuilding, . . . . .	1.0	8	—	8	144
<b>Paper and Paper Goods, . . . . .</b>	<b>1.0</b>	<b>23</b>	<b>25</b>	<b>48</b>	<b>485</b>
<b>Printing and Allied Trades, . . . . .</b>	<b>1.0</b>	<b>159</b>	<b>—</b>	<b>159</b>	<b>26,440</b>
<b>Public Employment, . . . . .</b>	<b>1.0</b>	<b>24</b>	<b>—</b>	<b>24</b>	<b>289</b>
<b>Textiles, . . . . .</b>	<b>1.0</b>	<b>76</b>	<b>82</b>	<b>158</b>	<b>1,177</b>
Bleaching, dyeing, and printing, . . . . .	1.0	77	180	258	1,706
Cotton goods, . . . . .	1.0	79	45	125	864
Flax, hemp, and jute goods, . . . . .	1.0	25	208	233	1,864
Knit goods, . . . . .	1.0	176	360	536	2,680
Woolen and worsted goods, . . . . .	1.0	67	97	164	1,458
<b>Transportation, . . . . .</b>	<b>2.5</b>	<b>83</b>	<b>1</b>	<b>84</b>	<b>2,182</b>
Railroads, . . . . .	1.0	57	—	57	693
Teaming, . . . . .	4.9	94	3	97	2,044
Freight handling, . . . . .	1.0	65	—	65	340
Telegraphs, . . . . .	2.0	277	—	277	20,221
<b>Woodworking and Furniture, . . . . .</b>	<b>5.6</b>	<b>70</b>	<b>—</b>	<b>70</b>	<b>1,944</b>
<b>Miscellaneous, . . . . .</b>	<b>1.0</b>	<b>53</b>	<b>—</b>	<b>53</b>	<b>171</b>
<b>TOTALS, . . . . .</b>	<b>1.9</b>	<b>72</b>	<b>48</b>	<b>120</b>	<b>1,810</b>

Table XV — Percentages of Disputes, Establishments Involved, Strikers, Employees Thrown out of Work, and Aggregate Duration, by Industries.

INDUSTRIES.	PERCENTAGE OF TOTAL NUMBER OF —					Percentage of Total Aggregate Duration
	Disputes	Establishments	Strikers	Employees Thrown out of Work	Total Employees Involved	
<b>Building and Stone Working,</b>	<b>23.44</b>	<b>26.21</b>	<b>15.91</b>	<b>4.09</b>	<b>11.15</b>	<b>8.66</b>
Building trades, . . . . .	11.96	17.81	7.46	2.78	5.57	3.39
Stone working, . . . . .	2.87	3.56	4.47	0.91	3.04	4.47
Building and street labor, . .	8.61	4.84	3.98	0.40	2.54	0.80
<b>Clothing,</b>	<b>19.62</b>	<b>24.43</b>	<b>27.15</b>	<b>47.48</b>	<b>35.33</b>	<b>30.58</b>
Boots and shoes, . . . . .	16.75	9.41	14.48	47.46	27.75	15.94
Buttons and combs, . . . . .	0.48	0.26	0.15	—	0.09	0.04
Garments, . . . . .	1.43	14.25	12.24	—	7.32	14.41
Hats, caps, and furs, . . . .	0.96	0.51	0.28	0.02	0.17	0.19
<b>Food, Liquors, and Tobacco,</b>	<b>1.91</b>	<b>2.55</b>	<b>2.78</b>	<b>4.78</b>	<b>3.59</b>	<b>4.35</b>
Food, . . . . .	0.48	0.25	0.09	—	0.06	0.02
Tobacco, . . . . .	1.43	2.29	2.69	4.78	3.53	4.33
<b>Leather and Rubber Goods,</b>	<b>0.96</b>	<b>0.51</b>	<b>0.37</b>	<b>—</b>	<b>0.22</b>	<b>0.03</b>
<b>Metals, Machinery, and Shipbuilding,</b>	<b>13.40</b>	<b>11.70</b>	<b>12.54</b>	<b>1.65</b>	<b>8.16</b>	<b>19.38</b>
Iron and steel manufacture, .	11.48	10.69	11.74	1.65	7.68	19.24
Miscellaneous metal trades, .	1.44	0.76	0.75	—	0.45	0.10
Shipbuilding, . . . . .	0.48	0.25	0.05	—	0.03	0.04
<b>Paper and Paper Goods,</b>	<b>2.39</b>	<b>1.27</b>	<b>0.78</b>	<b>1.22</b>	<b>0.96</b>	<b>0.64</b>
<b>Printing and Allied Trades,</b>	<b>0.48</b>	<b>0.26</b>	<b>1.06</b>	<b>—</b>	<b>0.63</b>	<b>6.99</b>
<b>Public Employment,</b>	<b>0.96</b>	<b>0.51</b>	<b>0.31</b>	<b>—</b>	<b>0.19</b>	<b>0.15</b>
<b>Textiles,</b>	<b>23.92</b>	<b>12.72</b>	<b>25.26</b>	<b>40.57</b>	<b>31.41</b>	<b>15.56</b>
Bleaching, dyeing, and printing, . . . . .	1.91	1.02	2.05	7.12	4.09	1.80
Cotton goods, . . . . .	13.40	7.13	14.77	12.53	13.87	6.39
Flax, hemp, and jute goods, .	0.48	0.25	0.17	2.05	0.92	0.49
Knit goods, . . . . .	0.48	0.25	1.17	3.56	2.13	0.71
Woolen and worsted goods, . .	7.65	4.07	7.10	15.31	10.40	6.17
<b>Transportation,</b>	<b>9.09</b>	<b>11.96</b>	<b>10.48</b>	<b>0.21</b>	<b>6.35</b>	<b>10.95</b>
Railroads, . . . . .	4.30	2.29	3.40	—	2.03	1.65
Teaming, . . . . .	3.35	8.65	4.38	0.21	2.70	3.78
Freight handling, . . . . .	0.96	0.51	0.86	—	0.52	0.18
Telegraphs, . . . . .	0.48	0.51	1.84	—	1.10	5.34
<b>Woodworking and Furniture,</b>	<b>2.39</b>	<b>7.12</b>	<b>2.31</b>	<b>—</b>	<b>1.38</b>	<b>2.57</b>
<b>Miscellaneous,</b>	<b>1.44</b>	<b>0.76</b>	<b>1.05</b>	<b>—</b>	<b>0.63</b>	<b>0.14</b>

Table XVI — *Strikes, Strikers, Employees Thrown out of Work, Total Employees Involved, and Aggregate Duration, by Causes.*

CAUSES.	Number of Strikes	NUMBER OF EMPLOYEES INVOLVED			Aggregate Duration in Working Days
		Strikers	Thrown out of Work	Total	
<b>Wages,</b> . . . . .	<b>121</b>	<b>7,465</b>	<b>3,601</b>	<b>11,066</b>	<b>163,706</b>
For increase, . . . . .	107	5,819	2,839	8,658	103,307
Against decrease, . . . . .	3	201	—	201	14,425
System of payment, . . . . .	2	49	—	49	260
Readjustment of rates, . . . . .	3	929	—	929	37,305
Other, . . . . .	6	467	762	1,229	8,409
<b>Hours of labor,</b> . . . . .	<b>15</b>	<b>1,178</b>	<b>32</b>	<b>1,210</b>	<b>38,824</b>
For decrease, . . . . .	14	1,103	32	1,135	38,524
Other, . . . . .	1	75	—	75	300
<b>Employment of particular classes or persons,</b> . . . . .	<b>24</b>	<b>959</b>	<b>1,590</b>	<b>2,549</b>	<b>16,790</b>
For reinstatement of discharged employee, . . . . .	9	287	722	1,009	4,074
Against employment of certain officials, . . . . .	5	118	21	139	671
Refusal to work with persons of certain nationalities, . . . . .	4	171	847	1,018	4,794
Other, . . . . .	6	383	—	383	7,251
<b>Working conditions,</b> . . . . .	<b>16</b>	<b>1,026</b>	<b>756</b>	<b>1,782</b>	<b>15,648</b>
For change in existing arrangements, . . . . .	5	131	244	375	1,996
Against change in existing arrangements, . . . . .	8	780	512	1,292	10,759
Other, . . . . .	3	115	—	115	2,893
<b>Trade unionism,</b> . . . . .	<b>23</b>	<b>3,318</b>	<b>3,885</b>	<b>7,203</b>	<b>109,126</b>
Closed shop, . . . . .	13	965	124	1,089	20,834
Recognition of union, . . . . .	6	2,237	3,302	5,539	83,656
Other, . . . . .	4	116	459	575	4,636
<b>Sympathy,</b> . . . . .	<b>10</b>	<b>1,104</b>	<b>262</b>	<b>1,366</b>	<b>34,289</b>
In sympathy with men in same employ who were on strike, . . . . .	6	592	250	842	9,889
In sympathy with men in same craft in employ of others, . . . . .	4	512	12	524	24,400
<b>TOTALS,</b> . . . . .	<b>209</b>	<b>15,050</b>	<b>10,126</b>	<b>25,176</b>	<b>378,383</b>

Table XVII — Strikes, Strikers, Employees Thrown out of Work, Total Employees Involved, and Aggregate Duration, by Duration in Working Days.

DURATION.	Number of Strikes	NUMBER OF EMPLOYEES INVOLVED			Aggregate Duration in Working Days
		Strikers	Thrown Out of Work	Totals	
1 day, . . . . .	20	482	94	576	576
1½ days, . . . . .	2	155	—	155	233
2 days, . . . . .	27	993	100	1,093	2,186
3 days, . . . . .	18	873	872	1,745	5,964
4 days, . . . . .	17	780	746	1,526	6,498
5 days, . . . . .	14	763	610	1,373	6,857
6 days (1 week), . . . . .	21	1,391	539	1,930	10,975
7 days, . . . . .	4	99	3	102	714
8 days, . . . . .	6	242	225	467	3,736
9 days, . . . . .	6	827	838	1,665	12,822
10 days, . . . . .	7	785	3,980	4,765	41,050
11 days, . . . . .	6	422	443	865	9,257
12 days (2 weeks), . . . . .	7	292	12	304	3,538
13 days, . . . . .	4	326	133	459	5,568
14 days, . . . . .	3	129	355	484	4,112
15 days, . . . . .	2	100	—	100	1,850
17 days, . . . . .	5	291	422	713	9,473
18 days (3 weeks), . . . . .	4	84	—	84	1,512
19 days, . . . . .	4	1,303	498	1,801	43,189
20 days, . . . . .	1	15	—	15	300
21 days, . . . . .	1	10	3	13	273
22 days, . . . . .	1	42	—	42	545
23 days, . . . . .	2	92	—	92	2,116
24 days (4 weeks), . . . . .	1	20	153	173	786
25 days, . . . . .	2	102	1	103	2,575
27 days, . . . . .	1	257	—	257	6,939
29 days, . . . . .	1	160	—	160	4,640
30 days (5 weeks), . . . . .	1	67	—	67	2,010
31 days, . . . . .	2	54	—	54	1,494
33 days, . . . . .	1	41	17	58	1,869
34 days, . . . . .	3	394	—	394	13,396
43 days, . . . . .	1	211	82	293	11,923
49 days, . . . . .	1	12	—	12	588
50 days, . . . . .	1	22	—	22	1,100
57 days, . . . . .	1	1,738	—	1,738	48,165
61 days, . . . . .	1	70	—	70	4,270
73 days, . . . . .	1	277	—	277	20,221
78 days (13 weeks), . . . . .	1	20	—	20	1,560
80 days, . . . . .	1	20	—	20	1,600
82 days, . . . . .	1	30	—	30	2,460
83 days, . . . . .	2	100	—	100	8,300
89 days, . . . . .	1	311	—	311	27,923
90 days (15 weeks), . . . . .	1	392	—	392	11,995
119 days, . . . . .	1	97	—	97	4,785
168 days (26 weeks), . . . . .	1	159	—	159	26,440
TOTALS, . . . . .	209	15,050	10,126	25,176	378,383



Table XVIII — Duration of Strikes, Number and Percentages of Establishments Closed, and Average Days Closed, by Industries.

INDUSTRIES.	Number of Establishments in which Strikes Occurred	Average Duration in Each Establishment in Working Days	ESTABLISHMENTS CLOSED BY STRIKE		Average Number of Days Closed in Each Establishment
			Number	Percentages of Establishments in which Strikes Occurred	
<b>Building and Stone Working,</b>	<b>103</b>	<b>4.4</b>	<b>30</b>	<b>29.13</b>	<b>9.0</b>
Building trades, . . . . .	70	3.6	17	24.29	5.6
Stone working, . . . . .	14	7.4	8	57.14	19.8
Building and street labor, . . . .	19	5.2	5	26.32	3.0
<b>Clothing,</b>	<b>96</b>	<b>5.6</b>	<b>51</b>	<b>53.13</b>	<b>12.8</b>
Boots and shoes, . . . . .	37	9.4	5	13.51	6.0
Buttons and combs, . . . . .	1	8.0	—	—	—
Garments, . . . . .	56	2.6	44	78.57	13.5
Hats, caps, and furs, . . . . .	2	16.0	2	100.00	14.0
<b>Food, Liquors, and Tobacco,</b>	<b>10</b>	<b>3.5</b>	<b>7</b>	<b>70.00</b>	<b>15.6</b>
Food, . . . . .	1	6.0	—	—	—
Tobacco, . . . . .	9	3.2	7	77.78	15.6
<b>Leather and Rubber Goods,</b>	<b>2</b>	<b>2.5</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Metals, Machinery, and Shipbuilding,</b>	<b>46</b>	<b>14.6</b>	<b>5</b>	<b>10.87</b>	<b>2.2</b>
Iron and steel manufacture, . . . .	42	15.1	4	9.52	1.8
Miscellaneous metal trades, . . . .	3	6.3	1	33.33	4.0
Shipbuilding, . . . . .	1	18.0	—	—	—
<b>Paper and Paper Goods,</b>	<b>5</b>	<b>10.8</b>	<b>1</b>	<b>20.00</b>	<b>9.0</b>
<b>Printing and Allied Trades,</b>	<b>1</b>	<b>168.0</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Public Employment,</b>	<b>2</b>	<b>5.5</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Textiles,</b>	<b>50</b>	<b>6.9</b>	<b>15</b>	<b>30.00</b>	<b>5.7</b>
Bleaching, dyeing, and printing, . .	4	5.2	1	25.00	6.0
Cotton goods, . . . . .	28	5.5	9	32.14	4.1
Flax, hemp, and jute goods, . . . .	1	8.0	1	100.00	8.0
Knit goods, . . . . .	1	5.0	1	100.00	5.0
Woolen and worsted goods, . . . .	16	9.9	3	18.75	9.7
<b>Transportation,</b>	<b>47</b>	<b>6.3</b>	<b>9</b>	<b>19.15</b>	<b>4.1</b>
Railroads, . . . . .	9	9.7	—	—	—
Teaming, . . . . .	34	3.7	9	26.47	4.1
Freight handling, . . . . .	2	5.0	—	—	—
Telegraphs, . . . . .	2	36.5	—	—	—
<b>Woodworking and Furniture,</b>	<b>28</b>	<b>6.7</b>	<b>1</b>	<b>3.57</b>	<b>1.0</b>
<b>Miscellaneous,</b>	<b>3</b>	<b>3.7</b>	<b>1</b>	<b>33.33</b>	<b>2.0</b>
TOTALS, . . . . .	393	7.1	120	30.53	9.8

Table XIX — Results of Strikes by Industries.

INDUSTRIES.	TOTAL NUMBER OF —		Percentages					
	Dis- putes	Estab- lish- ments In- volved	SUCCEEDED		PARTLY SUCCEEDED		FAILED	
			Disputes	Estab- lishments	Disputes	Estab- lishments	Disputes	Estab- lishments
<b>Building and Stone Working,</b> . . .	<b>49</b>	<b>103</b>	<b>30.61</b>	<b>35.92</b>	<b>4.08</b>	<b>4.86</b>	<b>65.31</b>	<b>59.22</b>
Building trades, . . .	25	70	48.00	45.71	4.00	1.43	48.00	52.86
Stone working, . . .	6	14	16.67	21.43	16.67	28.57	66.66	50.00
Building and street labor, . . .	18	19	11.11	10.53	—	—	88.89	89.47
<b>Clothing,</b> . . .	<b>41</b>	<b>96</b>	<b>26.83</b>	<b>44.79</b>	<b>9.76</b>	<b>5.21</b>	<b>63.41</b>	<b>50.00</b>
Boots and shoes, . . .	35	37	25.71	24.33	11.43	13.51	62.86	62.16
Buttons and combs, . . .	1	1	—	—	—	—	100.00	100.00
Garments, . . .	3	56	—	57.14	—	—	100.00	42.86
Hats, caps, and furs, . . .	2	2	100.00	100.00	—	—	—	—
<b>Food, Liquors, and Tobacco,</b> . . .	<b>4</b>	<b>10</b>	<b>25.00</b>	<b>50.00</b>	<b>—</b>	<b>20.00</b>	<b>75.00</b>	<b>30.00</b>
Food, . . .	1	1	—	—	—	—	100.00	100.00
Tobacco, . . .	3	9	33.33	55.56	—	22.22	66.67	22.22
<b>Leather and Rubber Goods,</b> . . .	<b>2</b>	<b>2</b>	<b>—</b>	<b>—</b>	<b>50.00</b>	<b>50.00</b>	<b>50.00</b>	<b>50.00</b>
<b>Metals, Machinery, and Shipbuilding,</b> . . .	<b>28</b>	<b>46</b>	<b>25.00</b>	<b>17.39</b>	<b>3.57</b>	<b>21.74</b>	<b>71.43</b>	<b>60.87</b>
Iron and steel manufacture, . . .	24	42	20.83	14.29	4.17	23.81	75.00	61.90
Miscellaneous metal trades, . . .	3	3	66.67	66.67	—	—	33.33	33.33
Shipbuilding, . . .	1	1	—	—	—	—	100.00	100.00
<b>Paper and Paper Goods,</b> . . .	<b>5</b>	<b>5</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>100.00</b>	<b>100.00</b>
<b>Printing and Allied Trades,</b> . . .	<b>1</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>100.00</b>	<b>100.00</b>
<b>Public Employment,</b> . . .	<b>2</b>	<b>2</b>	<b>50.00</b>	<b>50.00</b>	<b>—</b>	<b>—</b>	<b>50.00</b>	<b>50.00</b>
<b>Textiles,</b> . . .	<b>50</b>	<b>50</b>	<b>12.00</b>	<b>12.00</b>	<b>12.00</b>	<b>12.00</b>	<b>76.00</b>	<b>76.00</b>
Bleaching, dyeing, and printing, . . .	4	4	—	—	—	—	100.00	100.00
Cotton goods, . . .	28	28	14.29	14.29	14.29	14.29	71.42	71.42
Flax, hemp, and jute goods, . . .	1	1	—	—	—	—	100.00	100.00
Knit goods, . . .	1	1	—	—	100.00	100.00	—	—
Woolen and worsted goods, . . .	16	16	12.50	12.50	6.25	6.25	81.25	81.25
<b>Transportation,</b> . . .	<b>19</b>	<b>47</b>	<b>26.32</b>	<b>23.40</b>	<b>5.26</b>	<b>19.15</b>	<b>68.42</b>	<b>57.45</b>
Railroads, . . .	9	9	22.22	22.22	—	—	77.78	77.78
Teaming, . . .	7	34	42.86	26.47	14.28	26.47	42.86	47.06
Freight handling, . . .	2	2	—	—	—	—	100.00	100.00
Telegraphs, . . .	1	2	—	—	—	—	100.00	100.00
<b>Woodworking and Furniture,</b> . . .	<b>5</b>	<b>28</b>	<b>20.00</b>	<b>50.00</b>	<b>20.00</b>	<b>3.57</b>	<b>60.00</b>	<b>46.43</b>
<b>Miscellaneous,</b> . . .	<b>3</b>	<b>3</b>	<b>—</b>	<b>—</b>	<b>33.33</b>	<b>33.33</b>	<b>66.67</b>	<b>66.67</b>
TOTALS, . . .	209	393	22.49	31.81	8.13	10.18	69.38	58.01

Table XX — Results Obtained by Strikers Classified by Industries.

INDUSTRIES.	Total Number of Strikers	Strikers who —					
		SUCCEEDED		PARTLY SUCCEEDED		FAILED	
		Number	Percent- age	Number	Percent- age	Number	Percent- age
<b>Building and Stone Work- ing,</b>	<b>2,394</b>	<b>710</b>	<b>29.66</b>	<b>226</b>	<b>9.44</b>	<b>1,458</b>	<b>60.90</b>
Building trades, . . .	1,122	619	55.17	15	1.34	488	43.49
Stone working, . . .	673	16	2.38	211	31.35	446	66.27
Building and street labor, .	599	75	12.52	—	—	524	87.48
<b>Clothing,</b>	<b>4,086</b>	<b>956</b>	<b>23.40</b>	<b>136</b>	<b>3.33</b>	<b>2,994</b>	<b>73.27</b>
Boots and shoes, . . .	2,179	214	9.82	136	6.24	1,829	83.94
Buttons and combs, . . .	22	—	—	—	—	22	100.00
Garments, . . .	1,843	700	37.98	—	—	1,143	62.02
Hats, caps, and furs, . . .	42	42	100.00	—	—	—	—
<b>Food, Liquors, and Tobacco,</b>	<b>419</b>	<b>329</b>	<b>78.52</b>	<b>54</b>	<b>12.89</b>	<b>36</b>	<b>8.59</b>
Food, . . .	14	—	—	—	—	14	100.00
Tobacco, . . .	405	329	81.24	54	13.33	22	5.43
<b>Leather and Rubber Goods,</b>	<b>56</b>	<b>—</b>	<b>—</b>	<b>44</b>	<b>78.57</b>	<b>12</b>	<b>21.43</b>
<b>Metals, Machinery, and Shipbuilding,</b>	<b>1,887</b>	<b>397</b>	<b>21.04</b>	<b>257</b>	<b>13.62</b>	<b>1,233</b>	<b>65.34</b>
Iron and steel manufacture, .	1,766	294	16.65	257	14.55	1,215	68.80
Miscellaneous metal trades, .	113	103	91.15	—	—	10	8.85
Shipbuilding, . . .	8	—	—	—	—	8	100.00
<b>Paper and Paper Goods, .</b>	<b>117</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>117</b>	<b>100.00</b>
<b>Printing and Allied Trades,</b>	<b>159</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>159</b>	<b>100.00</b>
<b>Public Employment, .</b>	<b>47</b>	<b>35</b>	<b>74.47</b>	<b>—</b>	<b>—</b>	<b>12</b>	<b>25.53</b>
<b>Textiles, . . .</b>	<b>3,801</b>	<b>417</b>	<b>10.97</b>	<b>930</b>	<b>24.47</b>	<b>2,454</b>	<b>64.56</b>
Bleaching, dyeing, and printing, . . .	309	—	—	—	—	309	100.00
Cotton goods, . . .	2,223	166	7.47	685	30.81	1,372	61.72
Flax, hemp, and jute goods, .	25	—	—	—	—	25	100.00
Knit goods, . . .	176	—	—	176	100.00	—	—
Woolen and worsted goods, .	1,068	251	23.50	69	6.46	748	70.04
<b>Transportation,</b>	<b>1,578</b>	<b>353</b>	<b>22.37</b>	<b>87</b>	<b>5.51</b>	<b>1,138</b>	<b>72.12</b>
Railroads, . . .	512	259	50.59	—	—	253	49.41
Teaming, . . .	659	94	14.26	87	13.20	478	72.54
Freight handling, . . .	130	—	—	—	—	130	100.00
Telegraphs, . . .	277	—	—	—	—	277	100.00
<b>Woodworking and Furni- ture, . . .</b>	<b>348</b>	<b>108</b>	<b>31.04</b>	<b>48</b>	<b>13.79</b>	<b>192</b>	<b>55.17</b>
<b>Miscellaneous, . . .</b>	<b>158</b>	<b>—</b>	<b>—</b>	<b>125</b>	<b>79.11</b>	<b>33</b>	<b>20.89</b>
<b>TOTALS, . . .</b>	<b>15,050</b>	<b>3,305</b>	<b>21.96</b>	<b>1,907</b>	<b>12.67</b>	<b>9,838</b>	<b>65.37</b>

Table XXI — Results of Strikes Classified by the Principal Causes.

	PRINCIPAL CAUSES.	NUMBER OF —		Aggregate Duration in Working Days (Strikers)	Results	
		Strikes	Strikers		SUCCESSFUL	
					Number of Strikes	Number of Strikers
1	<b>Wages,</b> . . . . .	<b>121</b>	<b>7,465</b>	<b>131,310</b>	<b>30</b>	<b>1,508</b>
2	For increase, . . . . .	107	5,819	75,659	28	1,448
3	Against decrease, . . . . .	3	201	14,425	—	—
4	Other, . . . . .	11	1,445	41,226	2	60
5	<b>Hours of labor,</b> . . . . .	<b>15</b>	<b>1,178</b>	<b>38,173</b>	<b>5</b>	<b>377</b>
6	For decrease, . . . . .	14	1,103	37,873	5	377
7	Other, . . . . .	1	75	300	—	—
8	<b>Employment of particu- lar classes of persons,</b>	<b>24</b>	<b>959</b>	<b>9,692</b>	<b>3</b>	<b>88</b>
9	For reinstatement of dis- charged employee, . . . . .	9	287	1,186	—	—
10	Against employment of cer- tain officials, . . . . .	5	118	581	1	14
11	Other, . . . . .	10	554	7,925	2	74
12	<b>Working conditions,</b> . . . . .	<b>16</b>	<b>1,026</b>	<b>9,742</b>	<b>1</b>	<b>213</b>
13	For change in existing ar- rangements, . . . . .	5	131	532	—	—
14	Against change in existing arrangements, . . . . .	8	780	6,317	1	213
15	Other, . . . . .	3	115	2,893	—	—
16	<b>Trade unionism,</b> . . . . .	<b>23</b>	<b>3,318</b>	<b>78,056</b>	<b>5</b>	<b>829</b>
17	For union shop, . . . . .	13	965	20,380	3	87
18	For recognition of union, . . . . .	6	2,237	57,224	2	742
19	Other, . . . . .	4	116	452	—	—
20	<b>Sympathy,</b> . . . . .	<b>10</b>	<b>1,104</b>	<b>31,685</b>	<b>3</b>	<b>290</b>
21	<b>TOTALS,</b> . . . . .	<b>209</b>	<b>15,050</b>	<b>298,658</b>	<b>47</b>	<b>3,305</b>

Table XXI — Results of Strikes Classified by the Principal Causes  
— Concluded.

Results								
COMPROMISED		FAILED						
		REINSTATED		PLACES FILLED		TOTAL		
Number of Strikes	Number of Strikers	Number of Strikes	Number of Strikers	Number of Strikes	Number of Strikers	Number of Strikes	Number of Strikers	
13	1,413	38	2,770	40	1,774	78	4,544	
11	1,317	34	1,671	34	1,383	68	3,054	
—	—	—	—	3	201	3	201	
2	96	4	1,099	3	190	7	1,289	
1	130	5	242	4	429	9	671	
1	130	4	167	4	429	8	596	
—	—	1	75	—	—	1	75	
1	44	9	391	11	436	20	827	
—	—	4	148	5	139	9	287	
—	—	2	60	2	44	4	104	
1	44	3	183	4	253	7	436	
1	320	9	333	5	160	14	493	
—	—	3	86	2	45	5	131	
1	320	6	247	—	—	6	247	
—	—	—	—	3	115	3	115	
—	—	7	1,479	11	1,010	18	2,489	
—	—	4	365	6	513	10	878	
—	—	1	1,038	3	457	4	1,495	
—	—	2	76	2	40	4	116	
—	—	2	330	5	484	7	814	
16	1,907	70	5,545	76	4,293	146	9,838	



Table XXII—*Number of Strikes and Strikers in Disputes Settled by the Different Methods, Classified by Industries.*

	INDUSTRIES.	BY DIRECT NEGOTIATIONS BETWEEN EMPLOYER AND EMPLOYEES		BY ARBITRATION	
		Number of Strikes	Number of Strikers	Number of Strikes	Number of Strikers
1	<b>Building and Stone Working,</b>	<b>18</b>	<b>1,011</b>	—	—
2	Building trades,	13	634	—	—
3	Stone working,	2	227	—	—
4	Building and street labor,	3	150	—	—
5	<b>Clothing,</b>	<b>17</b>	<b>2,147</b>	<b>3</b>	<b>139</b>
6	Boots and shoes,	14	367	3	139
7	Buttons and combs,	—	—	—	—
8	Garments,	1	1,738	—	—
9	Hats, caps, and furs,	2	42	—	—
10	<b>Food, Liquors, and Tobacco,</b>	<b>2</b>	<b>394</b>	—	—
11	Food,	—	—	—	—
12	Tobacco,	2	394	—	—
13	<b>Leather and Rubber Goods,</b>	<b>1</b>	<b>44</b>	—	—
14	<b>Metals, Machinery, and Shipbuild- ing,</b>	<b>7</b>	<b>277</b>	<b>1</b>	<b>257</b>
15	Iron and steel manufacture,	4	164	1	257
16	Miscellaneous metal trades,	3	113	—	—
17	Shipbuilding,	—	—	—	—
18	<b>Paper and Paper Goods,</b>	—	—	—	—
19	<b>Printing and Allied Trades,</b>	—	—	—	—
20	<b>Public Employment,</b>	<b>1</b>	<b>35</b>	—	—
21	<b>Textiles,</b>	<b>15</b>	<b>1,652</b>	—	—
22	Bleaching, dyeing, and printing,	—	—	—	—
23	Cotton goods,	10	1,013	—	—
24	Flax, hemp, and jute goods,	—	—	—	—
25	Knit goods,	1	176	—	—
26	Woolen and worsted goods,	4	463	—	—
27	<b>Transportation,</b>	<b>5</b>	<b>393</b>	<b>1</b>	<b>87</b>
28	Railroads,	3	299	—	—
29	Teaming,	3	94	1	87
30	Freight handling,	—	—	—	—
31	Telegraphs,	—	—	—	—
32	<b>Woodworking and Furniture,</b>	<b>1</b>	<b>145</b>	<b>1</b>	<b>62</b>
33	<b>Miscellaneous,</b>	<b>1</b>	<b>125</b>	—	—
34	TOTALS,	69	6,223	6	545

Table XXII — Number of Strikes and Strikers in Disputes Settled by the Different Methods, Classified by Industries — Concluded.

BY RETURN TO WORK ON EMPLOYERS' TERMS WITHOUT NEGOTIATIONS		BY FILLING PLACES		BY UNION ORDER- ING MEN TO RETURN UNDER FORMER CONDITIONS		TOTAL		
Number of Strikes	Number of Strikers	Number of Strikes	Number of Strikers	Number of Strikes	Number of Strikers	Number of Strikes	Number of Strikers	
5	304	23	873	3	206	49	2,394	1
—	—	11	418	1	70	25	1,122	2
1	200	2	171	1	75	6	673	3
4	104	10	284	1	61	18	599	4
8	1,113	12	667	1	20	41	4,086	5
6	1,008	11	645	1	20	35	2,179	6
—	—	1	22	—	—	1	22	7
2	105	—	—	—	—	3	1,843	8
—	—	—	—	—	—	2	42	9
1	14	1	11	—	—	4	419	10
1	14	—	—	—	—	1	14	11
—	—	1	11	—	—	3	405	12
1	12	—	—	—	—	2	56	13
3	63	14	1,108	3	182	28	1,887	14
3	63	13	1,100	3	182	24	1,766	15
—	—	—	—	—	—	3	113	16
—	—	1	8	—	—	1	8	17
3	88	2	29	—	—	5	117	18
—	—	1	159	—	—	1	159	19
1	12	—	—	—	—	2	47	20
19	1,026	12	418	4	705	50	3,801	21
3	285	1	24	—	—	4	309	22
10	382	4	123	4	705	28	2,223	23
1	25	—	—	—	—	1	25	24
—	—	—	—	—	—	1	176	25
5	334	7	271	—	—	16	1,068	26
5	229	7	869	—	—	19	1,578	27
2	83	4	130	—	—	9	512	28
1	16	2	462	—	—	7	659	29
2	130	—	—	—	—	2	130	30
—	—	1	277	—	—	1	277	31
—	—	3	141	—	—	5	348	32
1	15	1	18	—	—	3	158	33
47	2,876	76	4,293	11	1,113	209	15,050	34

Table XXIII — *Disputes, Strikers, Employees Thrown out of Work, Total Employees Involved, and Aggregate Duration, by Cities and Towns.*

LOCALITIES.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Aggregate Duration in Working Days
		Strikers	Employees Thrown out of Work	Totals	
<b>The State.</b>	<b>209</b>	<b>15,050</b>	<b>10,126</b>	<b>25,176</b>	<b>378,383</b>
Adams, . . . . .	3	376	25	401	3,432
Andover, . . . . .	1	25	—	25	50
Attleborough, . . . . .	1	15	—	15	15
Billerica, . . . . .	1	125	—	125	375
Boston, . . . . .	39	5,051	791	5,842	142,594
Bridgewater, . . . . .	1	86	—	86	1,032
Brockton, . . . . .	9	528	3,321	3,849	29,908
Cambridge, . . . . .	2	132	—	132	2,586
Chelsea, . . . . .	2	50	—	50	250
Chicopee, . . . . .	5	830	240	1,070	9,465
Clinton, . . . . .	2	76	—	76	1,102
Danvers, . . . . .	1	20	—	20	40
Dracut, . . . . .	1	143	180	323	1,615
Easthampton, . . . . .	1	17	—	17	17
Fall River, . . . . .	11	876	735	1,611	11,940
Fitchburg, . . . . .	7	486	—	486	32,382
Framingham, . . . . .	2	719	22	741	11,899
Franklin, . . . . .	2	37	—	37	59
Freetown, . . . . .	1	13	—	13	78
Gardner, . . . . .	2	63	—	63	490
Grafton, . . . . .	2	44	228	272	2,059
Great Barrington, . . . . .	1	40	—	40	240
Greenfield, . . . . .	1	34	—	34	102
Haverhill, . . . . .	6	366	121	487	3,743
Holyoke, . . . . .	4	217	—	217	26,978
Hudson, . . . . .	2	36	—	36	324
Huntington, . . . . .	1	12	—	12	48
Ipswich, . . . . .	1	176	360	536	2,680
Lawrence, . . . . .	2	231	17	248	2,629
Lee, . . . . .	1	44	—	44	132
Leominster, . . . . .	3	87	2	89	570
Lowell, . . . . .	9	810	756	1,566	27,521
Lynn, . . . . .	15	318	663	981	8,878
Malden, . . . . .	2	155	—	155	233
Milford, . . . . .	1	211	82	293	11,923
Millbury, . . . . .	1	14	6	20	200
Millis, . . . . .	1	24	—	24	96
Montague, . . . . .	1	25	15	40	80
New Bedford, . . . . .	3	121	—	121	688
Newburyport, . . . . .	1	40	—	40	80
Newton, . . . . .	1	42	—	42	545
North Adams, . . . . .	1	24	—	24	96
Northampton, . . . . .	2	82	—	82	2,100
Northbridge, . . . . .	1	55	150	205	615
Palmer, . . . . .	1	56	244	300	1,800
Pittsfield, . . . . .	5	115	319	434	6,395
Plymouth, . . . . .	2	170	—	170	2,560
Quincy, . . . . .	4	86	—	86	456
Rockport, . . . . .	1	200	—	200	600
Russell, . . . . .	1	8	122	130	1,356
Salem, . . . . .	2	87	—	87	270
Southbridge, . . . . .	1	18	—	18	36
South Hadley, . . . . .	2	98	—	98	343
Spencer, . . . . .	1	25	—	25	75
Springfield, . . . . .	5	138	17	155	1,614
Taunton, . . . . .	4	108	—	108	216
Waltham, . . . . .	2	135	—	135	994
Ware, . . . . .	1	20	153	173	786
Warren, . . . . .	2	190	725	915	3,595
Westfield, . . . . .	4	257	—	257	7,416
Westford, . . . . .	1	11	—	11	11
West Springfield, . . . . .	2	59	—	59	217
Whitman, . . . . .	1	97	722	819	3,179
Williamstown, . . . . .	1	15	—	15	300
Winchester, . . . . .	2	34	—	34	300
Woburn, . . . . .	3	76	—	76	280
Worcester, . . . . .	4	171	110	281	3,695

Table XXIV — Average Number of Strikers, Employees Thrown out of Work, Total Employees Involved, and Aggregate Duration in Each Dispute, by Cities and Towns.

LOCALITIES.	AVERAGE NUMBER OF —			Average Aggregate Duration of Each Dispute
	Strikers in Each Dispute	Employees Thrown out of Work in Each Dispute	Employees Involved in Each Dispute	
<b>The State.</b>	<b>72</b>	<b>48</b>	<b>120</b>	<b>1,810</b>
Adams, . . . . .	125	8	133	1,144
Andover, . . . . .	25	—	25	50
Attleborough, . . . . .	15	—	15	15
Billerica, . . . . .	125	—	125	375
Boston, . . . . .	130	20	150	3,656
Bridgewater, . . . . .	86	—	86	1,032
Brockton, . . . . .	59	369	428	3,323
Cambridge, . . . . .	66	—	66	1,293
Chelsea, . . . . .	25	—	25	125
Chicopee, . . . . .	166	48	214	1,893
Clinton, . . . . .	38	—	38	551
Danvers, . . . . .	20	—	20	40
Dracut, . . . . .	143	180	323	1,615
Easthampton, . . . . .	17	—	17	17
Fall River, . . . . .	80	67	146	1,085
Fitchburg, . . . . .	69	—	69	4,626
Frammingham, . . . . .	360	11	371	5,950
Franklin, . . . . .	19	—	19	30
Freetown, . . . . .	13	—	13	78
Gardner, . . . . .	32	—	32	245
Grafton, . . . . .	22	114	136	1,030
Great Barrington, . . . . .	40	—	40	240
Greenfield, . . . . .	34	—	34	102
Haverhill, . . . . .	61	20	81	624
Holyoke, . . . . .	54	—	54	6,745
Hudson, . . . . .	18	—	18	162
Huntington, . . . . .	12	—	12	48
Ipswich, . . . . .	176	360	536	2,680
Lawrence, . . . . .	116	9	124	1,315
Lee, . . . . .	44	—	44	132
Leominster, . . . . .	29	1	30	190
Lowell, . . . . .	90	84	174	3,058
Lynn, . . . . .	21	44	65	592
Malden, . . . . .	78	—	78	117
Milford, . . . . .	211	82	293	11,923
Millbury, . . . . .	14	6	20	200
Millis, . . . . .	24	—	24	96
Montague, . . . . .	25	15	40	80
New Bedford, . . . . .	40	—	40	229
Newburyport, . . . . .	40	—	40	80
Newton, . . . . .	42	—	42	545
North Adams, . . . . .	24	—	24	96
Northampton, . . . . .	41	—	41	1,050
Northbridge, . . . . .	55	150	205	615
Palmer, . . . . .	56	244	300	1,800
Pittsfield, . . . . .	23	64	87	1,279
Plymouth, . . . . .	85	—	85	1,280
Quincy, . . . . .	22	—	22	114
Rockport, . . . . .	200	—	200	600
Russell, . . . . .	8	122	130	1,356
Salem, . . . . .	44	—	44	135
Southbridge, . . . . .	18	—	18	36
South Hadley, . . . . .	49	—	49	172
Spencer, . . . . .	25	—	25	75
Springfield, . . . . .	28	3	31	323
Taunton, . . . . .	27	—	27	54
Waltham, . . . . .	68	—	68	497
Ware, . . . . .	20	153	173	786
Warren, . . . . .	95	363	458	1,798
Westfield, . . . . .	64	—	64	1,854
Westford, . . . . .	11	—	11	11
West Springfield, . . . . .	30	—	30	109
Whitman, . . . . .	97	722	819	3,179
Williamstown, . . . . .	15	—	15	300
Winchester, . . . . .	17	—	17	150
Woburn, . . . . .	25	—	25	93
Worcester, . . . . .	43	28	70	924

Table XXV — *Strikes and Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered, by Industries.*

INDUSTRIES.	Strikes —				Establishments Involved in Strikes			
	ORDERED BY LABOR ORGANIZATION		NOT ORDERED BY LABOR ORGANIZATION		ORDERED BY LABOR ORGANIZATION		NOT ORDERED BY LABOR ORGANIZATION	
	Num- ber	Per- centages	Num- ber	Per- centages	Num- ber	Per- centages	Num- ber	Per- centages
<b>Building and Stone Working,</b>	<b>34</b>	<b>69.38</b>	<b>15</b>	<b>30.62</b>	<b>88</b>	<b>85.44</b>	<b>15</b>	<b>14.56</b>
Building trades, . . .	25	100.00	—	—	70	100.00	—	—
Stone working, . . .	6	100.00	—	—	14	100.00	—	—
Building and street labor, . . .	3	16.67	15	83.33	4	21.05	15	78.95
<b>Clothing,</b>	<b>23</b>	<b>56.10</b>	<b>18</b>	<b>43.90</b>	<b>76</b>	<b>79.17</b>	<b>20</b>	<b>20.83</b>
Boots and shoes, . . .	19	54.29	16	45.71	19	51.35	18	48.65
Buttons and combs, . .	1	100.00	—	—	1	100.00	—	—
Garments, . . .	2	66.67	1	33.33	55	—	1	—
Hats, caps, and furs, . .	1	50.00	1	50.00	1	50.00	1	50.00
<b>Food, Liquors, and Tobacco,</b>	<b>3</b>	<b>75.00</b>	<b>1</b>	<b>25.00</b>	<b>9</b>	<b>75.00</b>	<b>1</b>	<b>25.00</b>
Food, . . .	—	—	1	100.00	—	—	1	100.00
Tobacco, . . .	3	100.00	—	—	9	100.00	—	—
<b>Leather and Rubber Goods,</b>	<b>—</b>	<b>—</b>	<b>2</b>	<b>100.00</b>	<b>—</b>	<b>—</b>	<b>2</b>	<b>100.00</b>
<b>Metals, Machinery, and Shipbuilding,</b>	<b>22</b>	<b>78.57</b>	<b>6</b>	<b>21.43</b>	<b>40</b>	<b>86.96</b>	<b>6</b>	<b>13.04</b>
Iron and steel manufacture, . . .	19	79.17	5	20.83	37	88.10	5	11.90
Miscellaneous metal trades, . . .	3	100.00	—	—	3	100.00	—	—
Shipbuilding, . . .	—	—	1	100.00	—	—	1	100.00
<b>Paper and Paper Goods,</b>	<b>1</b>	<b>20.00</b>	<b>4</b>	<b>80.00</b>	<b>1</b>	<b>20.00</b>	<b>4</b>	<b>80.00</b>
<b>Printing and Allied Trades,</b>	<b>1</b>	<b>100.00</b>	<b>—</b>	<b>—</b>	<b>1</b>	<b>100.00</b>	<b>—</b>	<b>—</b>
<b>Public Employment,</b>	<b>—</b>	<b>—</b>	<b>2</b>	<b>100.00</b>	<b>—</b>	<b>—</b>	<b>2</b>	<b>100.00</b>
<b>Textiles,</b>	<b>6</b>	<b>12.00</b>	<b>44</b>	<b>88.00</b>	<b>6</b>	<b>12.00</b>	<b>44</b>	<b>88.00</b>
Bleaching, dyeing, and printing, . . .	—	—	4	100.00	—	—	4	100.00
Cotton goods, . . .	4	14.29	24	85.71	4	14.29	24	85.71
Flax, hemp, and jute goods, . . .	—	—	1	100.00	—	—	1	100.00
Hosiery and knit goods, . .	—	—	1	100.00	—	—	1	100.00
Woolen and worsted goods, . . .	2	12.50	14	87.50	2	12.50	14	87.50
<b>Transportation,</b>	<b>8</b>	<b>42.11</b>	<b>11</b>	<b>57.89</b>	<b>36</b>	<b>76.60</b>	<b>11</b>	<b>23.40</b>
Railroads, . . .	—	—	9	100.00	—	—	9	100.00
Teaming, . . .	7	100.00	—	—	34	100.00	—	—
Freight handling, . . .	—	—	2	100.00	—	—	2	100.00
Telegraphs, . . .	1	100.00	—	—	2	100.00	—	—
<b>Woodworking and Furniture,</b>	<b>4</b>	<b>80.00</b>	<b>1</b>	<b>20.00</b>	<b>27</b>	<b>96.43</b>	<b>1</b>	<b>3.57</b>
<b>Miscellaneous,</b>	<b>—</b>	<b>—</b>	<b>3</b>	<b>100.00</b>	<b>—</b>	<b>—</b>	<b>3</b>	<b>100.00</b>
<b>TOTALS,</b>	<b>102</b>	<b>48.80</b>	<b>107</b>	<b>51.20</b>	<b>284</b>	<b>72.26</b>	<b>109</b>	<b>27.74</b>



Table XXVI — *Strikers and Employees Thrown out of Work in Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered, by Industries.*

INDUSTRIES.	Strikers in Strikes —				Employees Thrown out of Work in Establishments Involved in Strikes —			
	ORDERED BY LABOR ORGANIZATION		NOT ORDERED BY LABOR ORGANIZATION		ORDERED BY LABOR ORGANIZATION		NOT ORDERED BY LABOR ORGANIZATION	
	Num-ber	Per-centages	Num-ber	Per-centages	Num-ber	Per-centages	Num-ber	Per-centages
<b>Building and Stone Working,</b>	<b>1,909</b>	<b>79.74</b>	<b>485</b>	<b>20.26</b>	<b>404</b>	<b>97.58</b>	<b>10</b>	<b>2.42</b>
Building trades, . . .	1,122	100.00	—	—	281	100.00	—	—
Stone working, . . .	673	100.00	—	—	92	100.00	—	—
Building and street labor, . . .	114	19.03	485	80.97	31	75.61	10	24.39
<b>Clothing,</b>	<b>3,430</b>	<b>83.95</b>	<b>656</b>	<b>16.05</b>	<b>4,783</b>	<b>99.48</b>	<b>25</b>	<b>0.52</b>
Boots and shoes, . . .	1,574	72.23	605	27.77	4,782	99.50	24	0.50
Buttons and combs, . .	22	100.00	—	—	—	—	—	—
Garments, . . .	1,813	98.37	30	1.63	—	—	—	—
Hats, caps, and furs, .	21	50.00	21	50.00	1	50.00	1	50.00
<b>Food, Liquors, and Tobacco,</b>	<b>405</b>	<b>96.66</b>	<b>14</b>	<b>3.34</b>	<b>484</b>	<b>100.00</b>	<b>—</b>	<b>—</b>
Food, . . .	—	—	14	100.00	—	—	—	—
Tobacco, . . .	405	100.00	—	—	484	100.00	—	—
<b>Leather and Rubber Goods,</b>	<b>—</b>	<b>—</b>	<b>56</b>	<b>100.00</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Metals, Machinery, and Shipbuilding,</b>	<b>1,551</b>	<b>82.19</b>	<b>336</b>	<b>17.81</b>	<b>17</b>	<b>10.18</b>	<b>150</b>	<b>89.82</b>
Iron and steel manufac-ture, . . .	1,438	81.43	328	18.57	17	10.18	150	89.82
Miscellaneous metal trades, . . .	113	100.00	—	—	—	—	—	—
Shipbuilding, . . .	—	—	8	100.00	—	—	—	—
<b>Paper and Paper Goods,</b>	<b>15</b>	<b>12.82</b>	<b>102</b>	<b>87.18</b>	<b>—</b>	<b>—</b>	<b>124</b>	<b>100.00</b>
<b>Printing and Allied Trades,</b>	<b>159</b>	<b>100.00</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Public Employment,</b>	<b>—</b>	<b>—</b>	<b>47</b>	<b>100.00</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Textiles,</b>	<b>769</b>	<b>20.23</b>	<b>3,032</b>	<b>79.77</b>	<b>626</b>	<b>15.24</b>	<b>3,482</b>	<b>84.76</b>
Bleaching, dyeing, and printing, . . .	—	—	309	100.00	—	—	721	100.00
Cotton goods, . . .	551	24.79	1,672	75.21	14	1.10	1,255	98.90
Flax, hemp, and jute goods, . . .	—	—	25	100.00	—	—	208	100.00
Knit goods, . . .	—	—	176	100.00	—	—	360	100.00
Woolen and worsted goods, . . .	218	20.41	850	79.59	612	39.48	938	60.52
<b>Transportation,</b>	<b>936</b>	<b>59.32</b>	<b>642</b>	<b>40.68</b>	<b>21</b>	<b>100.00</b>	<b>—</b>	<b>—</b>
Railroads, . . .	—	—	512	100.00	—	—	—	—
Teaming, . . .	659	100.00	—	—	21	100.00	—	—
Freight handling, . . .	—	—	130	100.00	—	—	—	—
Telegraphs, . . .	277	100.00	—	—	—	—	—	—
<b>Woodworking and Furniture,</b>	<b>313</b>	<b>89.94</b>	<b>35</b>	<b>10.06</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Miscellaneous,</b>	<b>—</b>	<b>—</b>	<b>158</b>	<b>100.00</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>TOTALS,</b>	<b>9,487</b>	<b>63.04</b>	<b>5,563</b>	<b>36.96</b>	<b>6,335</b>	<b>62.56</b>	<b>3,791</b>	<b>37.44</b>

Table XXVII — *Results of Strikes Ordered by Labor Organizations and not so Ordered, by Industries.*

INDUSTRIES.	Ordered by Labor Organization			Not Ordered by Labor Organization		
	PERCENTAGE OF ESTABLISHMENTS IN WHICH STRIKES —			PERCENTAGE OF ESTABLISHMENTS IN WHICH STRIKES —		
	Succeeded	Were Compromised	Failed	Succeeded	Were Compromised	Failed
<b>Building and Stone Working,</b>	<b>39.77</b>	<b>5.68</b>	<b>54.55</b>	<b>13.33</b>	—	<b>86.67</b>
Building trades, . . . . .	45.71	1.43	52.86	—	—	—
Stone working, . . . . .	21.43	28.57	50.00	—	—	—
Building and street labor, . .	—	—	100.00	13.33	—	86.67
<b>Clothing,</b>	<b>50.00</b>	<b>2.63</b>	<b>47.37</b>	<b>25.00</b>	<b>15.00</b>	<b>60.00</b>
Boots and shoes, . . . . .	26.31	10.53	63.16	22.22	16.67	61.11
Buttons and combs, . . . . .	—	—	100.00	—	—	—
Garments, . . . . .	58.18	—	41.82	—	—	100.00
Hats, caps, and furs, . . . .	100.00	—	—	100.00	—	—
<b>Food, Liquors, and Tobacco,</b>	<b>55.56</b>	<b>22.22</b>	<b>22.22</b>	—	—	<b>100.00</b>
Food, . . . . .	—	—	—	—	—	100.00
Tobacco, . . . . .	55.56	22.22	22.22	—	—	—
<b>Leather and Rubber Goods,</b>	—	—	—	—	<b>50.00</b>	<b>50.00</b>
<b>Metals, Machinery, and Shipbuilding,</b>	<b>17.50</b>	<b>25.00</b>	<b>57.50</b>	<b>16.67</b>	—	<b>83.33</b>
Iron and steel manufacture, .	13.51	27.03	59.46	20.00	—	80.00
Miscellaneous metal trades, .	66.67	—	33.33	—	—	—
Shipbuilding, . . . . .	—	—	—	—	—	100.00
<b>Paper and Paper Goods,</b>	—	—	<b>100.00</b>	—	—	<b>100.00</b>
<b>Printing and Allied Trades,</b>	—	—	<b>100.00</b>	—	—	—
<b>Public Employment, . . . .</b>	—	—	—	<b>50.00</b>	—	<b>50.00</b>
<b>Textiles,</b>	<b>16.67</b>	<b>33.33</b>	<b>50.00</b>	<b>11.36</b>	<b>9.09</b>	<b>79.55</b>
Bleaching, dyeing, and printing, .	—	—	—	—	—	100.00
Cotton goods, . . . . .	—	50.00	50.00	16.67	8.33	75.00
Flax, hemp, and jute goods, .	—	—	—	—	—	100.00
Hosiery and knit goods, . . .	—	—	—	—	100.00	—
Woolen and worsted goods, . .	50.00	—	50.00	7.14	7.14	85.72
<b>Transportation, . . . . .</b>	<b>25.00</b>	<b>25.00</b>	<b>50.00</b>	<b>18.18</b>	—	<b>81.82</b>
Railroads, . . . . .	—	—	—	22.22	—	77.78
Teaming, . . . . .	26.47	26.47	47.06	—	—	—
Freight handling, . . . . .	—	—	—	—	—	100.00
Telegraphs, . . . . .	—	—	100.00	—	—	—
<b>Woodworking and Furniture, . . . . .</b>	<b>51.85</b>	<b>3.70</b>	<b>44.45</b>	—	—	<b>100.00</b>
<b>Miscellaneous, . . . . .</b>	—	—	—	—	<b>33.33</b>	<b>66.67</b>
<b>TOTALS, . . . . .</b>	<b>38.38</b>	<b>10.92</b>	<b>50.70</b>	<b>14.68</b>	<b>8.26</b>	<b>77.06</b>

Table XXVIII — Number and Percentages of Employees of Each Sex Striking, by Industries.

INDUSTRIES.	Strikers			
	MALES		FEMALES	
	Number	Percentage	Number	Percentage
<b>Building and Stone Working,</b> . . . . .	<b>2,394</b>	<b>100.00</b>	—	—
Building trades, . . . . .	1,122	100.00	—	—
Stone working, . . . . .	673	100.00	—	—
Building and street labor, . . . . .	599	100.00	—	—
<b>Clothing,</b> . . . . .	<b>3,100</b>	<b>75.87</b>	<b>986</b>	<b>24.13</b>
Boots and shoes, . . . . .	1,785	81.92	394	18.08
Buttons and combs, . . . . .	22	100.00	—	—
Garments, . . . . .	1,267	68.75	576	31.25
Hats, caps, and furs, . . . . .	26	61.90	16	38.10
<b>Food, Liquors, and Tobacco,</b> . . . . .	<b>26</b>	<b>6.21</b>	<b>393</b>	<b>93.79</b>
Food, . . . . .	14	100.00	—	—
Tobacco, . . . . .	12	2.96	393	97.04
<b>Leather and Rubber Goods,</b> . . . . .	<b>56</b>	<b>100.00</b>	—	—
<b>Metals, Machinery, and Shipbuilding,</b> . . . . .	<b>1,887</b>	<b>100.00</b>	—	—
Iron and steel manufacture, . . . . .	1,766	100.00	—	—
Miscellaneous metal trades, . . . . .	113	100.00	—	—
Shipbuilding, . . . . .	8	100.00	—	—
<b>Paper and Paper Goods,</b> . . . . .	<b>29</b>	<b>24.79</b>	<b>88</b>	<b>75.21</b>
<b>Printing and Allied Trades,</b> . . . . .	<b>159</b>	<b>100.00</b>	—	—
<b>Public Employment,</b> . . . . .	<b>47</b>	<b>100.00</b>	—	—
<b>Textiles,</b> . . . . .	<b>2,289</b>	<b>60.22</b>	<b>1,512</b>	<b>39.78</b>
Bleaching, dyeing, and printing, . . . . .	296	95.79	13	4.21
Cotton goods, . . . . .	1,181	53.13	1,042	46.87
Flax, hemp, and jute goods, . . . . .	—	—	25	100.00
Knit goods, . . . . .	176	100.00	—	—
Woolen and worsted goods, . . . . .	636	59.55	432	40.45
<b>Transportation,</b> . . . . .	<b>1,528</b>	<b>96.83</b>	<b>50</b>	<b>3.17</b>
Railroads, . . . . .	512	100.00	—	—
Teaming, . . . . .	659	100.00	—	—
Freight handling, . . . . .	130	100.00	—	—
Telegraphs, . . . . .	227	81.95	50	18.05
<b>Woodworking and Furniture,</b> . . . . .	<b>313</b>	<b>89.94</b>	<b>35</b>	<b>10.06</b>
<b>Miscellaneous,</b> . . . . .	<b>158</b>	<b>100.00</b>	—	—
<b>TOTALS,</b> . . . . .	<b>11,986</b>	<b>79.64</b>	<b>3,064</b>	<b>20.36</b>

Table XXIX—*Sex of Employees Thrown out of Work in Establishments in which Strikes Occurred, by Industries.*

INDUSTRIES.	Employees Thrown out of Work by Strike			
	MALES		FEMALES	
	Number	Percentages	Number	Percentages
<b>Building and Stone Working,</b> . . . . .	<b>414</b>	<b>100.00</b>	—	—
Building trades, . . . . .	281	100.00	—	—
Stone working, . . . . .	92	100.00	—	—
Building and street labor, . . . . .	41	100.00	—	—
<b>Clothing,</b> . . . . .	<b>3,457</b>	<b>71.90</b>	<b>1,351</b>	<b>28.10</b>
Boots and shoes, . . . . .	3,455	71.89	1,351	28.11
Buttons and combs, . . . . .	—	—	—	—
Garments, . . . . .	—	—	—	—
Hats, caps, and furs, . . . . .	2	100.00	—	—
<b>Food, Liquors, and Tobacco,</b> . . . . .	<b>444</b>	<b>91.74</b>	<b>40</b>	<b>8.26</b>
Food, . . . . .	—	—	—	—
Tobacco, . . . . .	444	91.74	40	8.26
<b>Leather and Rubber Goods,</b> . . . . .	—	—	—	—
<b>Metals, Machinery, and Shipbuilding,</b> . . . . .	<b>167</b>	<b>100.00</b>	—	—
Iron and steel manufacture, . . . . .	167	100.00	—	—
Miscellaneous metal trades, . . . . .	—	—	—	—
Shipbuilding, . . . . .	—	—	—	—
<b>Paper and Paper Goods,</b> . . . . .	<b>39</b>	<b>31.45</b>	<b>85</b>	<b>68.55</b>
<b>Printing and Allied Trades,</b> . . . . .	—	—	—	—
<b>Public Employment,</b> . . . . .	—	—	—	—
<b>Textiles,</b> . . . . .	<b>2,512</b>	<b>61.15</b>	<b>1,596</b>	<b>38.85</b>
Bleaching, dyeing, and printing, . . . . .	588	81.55	133	18.45
Cotton goods, . . . . .	592	46.65	677	53.35
Flax, hemp, and jute goods, . . . . .	81	38.94	127	61.06
Knit goods, . . . . .	360	100.00	—	—
Woolen and worsted goods, . . . . .	891	57.48	659	42.52
<b>Transportation,</b> . . . . .	<b>21</b>	<b>100.00</b>	—	—
Railroads, . . . . .	—	—	—	—
Teaming, . . . . .	21	100.00	—	—
Freight handling, . . . . .	—	—	—	—
Telegraphs, . . . . .	—	—	—	—
<b>Woodworking and Furniture,</b> . . . . .	—	—	—	—
<b>Miscellaneous,</b> . . . . .	—	—	—	—
<b>TOTALS,</b> . . . . .	<b>7,054</b>	<b>69.66</b>	<b>3,072</b>	<b>30.34</b>

Table XXX — *Number of Disputes which Began during Each Month during the Year Ending September 30, 1907.*

MONTHS.	Number of Disputes	NUMBER OF EMPLOYEES INVOLVED			Aggregate Duration
		Strikers	Thrown Out of Work	Total	
October, 1906, . . . . .	8	528	125	653	7,117
November, 1906, . . . . .	14	895	339	1,234	9,376
December, 1906, . . . . .	11	317	2	319	3,387
January, 1907, . . . . .	12	920	377	1,297	14,350
February, 1907, . . . . .	15	1,018	444	1,462	15,717
March, 1907, . . . . .	20	2,876	471	3,347	61,513
April, 1907, . . . . .	27	1,937	2,004	3,941	49,868
May, 1907, . . . . .	52	2,678	1,367	4,045	86,677
June, 1907, . . . . .	19	2,232	1,616	3,848	42,668
July, 1907, . . . . .	12	613	50	663	30,867
August, 1907, . . . . .	12	608	17	625	26,118
September, 1907, . . . . .	7	428	3,314	3,742	30,725
TOTALS, . . . . .	209	15,050	10,126	25,176	378,383



Table XXXI — Detailed Statement of Disputes

NOTE.—The occupations of the employees thrown

	INDUSTRIES AND OCCU- PATIONS.	Localities	Causes	Or- dered by Labor Organ- iza- tion	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
	<b>Building and Stone Working.</b>					
1	<i>Building Trades.</i> Carpenters, . . .	Fall River	For closed shop . . . .	Yes	6	-
2	Carpenters, steam fit- ters, painters, plumbers, plaster- ers, and lathers,	Quincy .	Against employment of non- union electricians on contract work	Yes	1	1
3	Electrical wiremen, carpenters, masons, gas fitters, and bricklayers,	Boston .	Against employment of non- union workmen by sub-con- tractor	Yes	1	1
4	Carpenters, . . .	Worcester	Against employment of non- union workmen	Yes	2	-
5	Plumbers, . . .	Boston .	Against employment of fellow workman delinquent in dues to union	Yes	1	-
6	Painters, . . .	Eastham- ton	For increase in wages . . .	Yes	4	-
7	Painters, . . .	Fitchburg	For increase in wages . . .	Yes	6	-
8	Plumbers, . . .	Fitchburg	For increase in wages and rules relating to apprentices	Yes	5	-
9	Carpenters, . . .	Plymouth	For closed shop . . . .	Yes	1	-
10	Masons, bricklayers, and tenders,	Plymouth	For increase in wages . . .	Yes	1	-
11	Cement and asphalt workers,	Boston .	For reduction in hours from nine to eight a day, and increase in wages of 5 cents an hour	Yes	4	4
12	Painters, . . .	Boston .	For increase in daily wages from \$3 to \$3.25	Yes	1	-
13	Roofers, . . .	Brockton	For increase in daily wages from \$3 to \$3.50, and rules relating to apprentices	Yes	4	3
14	Painters, . . .	Gardner .	For reduction in daily hours of labor from 9 to 8 without re- duction in wages	Yes	10	-
15	Carpenters, . . .	Worcester	Against employment of non- union workmen	Yes	1	-
16	Electricians, . . .	New Bed- ford	For increase in wages . . .	Yes	2	-
17	Carpenters, . . .	Chelsea .	For increase in daily wages from \$3.28 to \$3.50	Yes	1	1
18	Carpenters, masons, plumbers, electri- cians, laborers, and sheet metal work- ers,	Boston .	Refusal of carpenters to handle goods prepared in mill where strike was pending	Yes	1	-
19	Carpenters and brick- layers,	Boston .	Refusal to work with materials coming from mill in which strike was pending	Yes	2	2
20	Painters, . . .	Boston .	For increase in minimum daily wages from \$3 to \$3.16	Yes	1	-
21	Structural steel work- ers, carpenters, and bricklayers,	Boston .	Trade jurisdiction . . . .	Yes	1	-
22	Masons, bricklayers, hod carriers, and carpenters,	Boston .	Against employment of non- union men by sub-contractor	Yes	1	1
23	Plumbers, steam and gas fitters, and help- ers,	Haverhill	For increase in daily wages from \$3 to \$3.25 for plumbers, steam and gas fitters; graded scale from \$9 to \$12 a week for helpers according to length of service	Yes	9	-

*Reported for the Year Ending September 30, 1907.*

out of work as a result of strike are printed in italics.

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
Dates on which —		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Nov. 1, 1906	Nov. 8, 1906	6	70	—	No	Union ordered men to re- turn under former con- ditions	
Dec. 7, 1906	Dec. 12, 1906	4	31	—	Yes	By direct negotiation	2
Jan. 9, 1907	Jan. 11, 1907	2	6	60	Yes	By direct negotiation	3
Jan. 23, 1907	Jan. 28, 1907	4	38	—	No	By filling places of em- ployees	4
Mar. 1, 1907	Mar. 12, 1907	10	28	—	No	By filling places of em- ployees	5
Apr. 1, 1907	Apr. 2, 1907	1	17	—	No	By filling places of em- ployees	6
Apr. 1, 1907	Apr. 15, 1907	12	50	—	No	By filling places of em- ployees	7
Apr. 1, 1907	July 1, 1907	78	20	—	No	By filling places of em- ployees	8
Apr. 12, 1907	Apr. 15, 1907	2	22	—	No	By filling places of em- ployees	9
Apr. 15, 1907	May 6, 1907	17	148	—	No	By filling places of em- ployees	10
May 1, 1907	May 7, 1907	6	159	—	Yes	By direct negotiation	11
May 1, 1907	May 21, 1907	18	15	—	Partly	By direct negotiation	12
May 1, 1907	May 3, 1907	3	24	—	Yes	By direct negotiation	13
May 1, 1907	May 13, 1907	10	28	—	Yes	By direct negotiation	14
May 1, 1907	May 10, 1907	9	15	—	No	By filling places of em- ployees	15
May 6, 1907	May 9, 1907	3	26	—	Yes	By direct negotiation	16
May 17, 1907	May 20, 1907	2	35	—	Yes	By direct negotiation	17
May 25, 1907	June 14, 1907	17	100	—	Yes	By direct negotiation	18
May 27, 1907	June 8, 1907	12	60	12	Yes	By direct negotiation	19
June 5, 1907	June 12, 1907	6	20	—	No	By filling places of em- ployees; later some of the strikers returned to work	20
June 12, 1907	June 19, 1907	6	35	145	No	By filling places of em- ployees	21
July 15, 1907	July 19, 1907	5	50	50	Yes	By direct negotiation	22
July 27, 1907	July 30, 1907	2	44	—	Yes	By direct negotiation	23

Table XXXI—Detailed Statement of Disputes Reported

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organization	ESTABLISHMENTS	
					Number Involved	Number Closed
	<b>Building and Stone Working—Con.</b>					
	<i>Building Trades—Con.</i>					
1	Painters, . . .	Boston .	For increase in wages from 37½ to 39½ cents an hour	Yes	3	3
2	Steel ceiling erectors, gas fitters, electricians, and <i>sheet metal workers</i> ,	Boston .	Against employment of non-union workmen	Yes	1	1
	<i>Stone Working Trades.</i>					
3	Quarrymen, blacksmiths, and laborers,	Rockport	Trade unionism; on account of refusal of employer to coerce certain union employees in arrears for dues	Yes	1	1
4	Marble cutters, setters, helpers, polishers, rubbers, carvers, and machine men,	Cambridge	Sympathy with men in same employ who were on strike in Utica, N. Y., to enforce discharge of helpers doing work of setters	Yes	1	-
5	Marble cutters, setters, polishers, and helpers,	Boston .	Sympathy with strikers in Utica, N. Y., and Springfield	Yes	4	-
6	Granite cutters, tool-sharpeners, quarrymen, engineers, and derrickmen,	Milford .	For increase in minimum wage rates from 40 to 43 cents an hour, and Saturday half-holiday the entire year	Yes	4	3
7	Granite cutters and blacksmiths,	Worcester	Sympathy with strikers in Milford	Yes	1	1
8	Granite cutters, .	Fall River	For increase in daily wages from \$3 to \$3.25	Yes	3	3
	<i>Building and Street Labor.</i>					
9	Laborers, . . .	Boston .	Refusal to work with persons of certain nationalities	No	1	-
10	Laborers, . . .	Boston .	Against change in pay day from Saturday to Monday	No	1	-
11	Laborers, mason tenders, brick masons, and carpenters,	Boston .	Refusal to work with trade unionists not members of same central body	Yes	2	2
12	Laborers, . . .	Lowell .	For increase in daily wages from \$1.75 to \$2 and reduction in daily hours from nine to eight	No	1	-
13	Excavators, . . .	Springfield	For increase in daily wages from \$1.75 to \$2	No	1	-
14	Laborers, . . .	Boston .	Misunderstanding of application of new eight-hour law	No	1	1
15	Laborers, . . .	Great Barrington	For increase in wages	No	1	-
16	Laborers, . . .	Fall River	For reduction in hours	No	1	-
17	Laborers, . . .	Lowell .	For increase in wages	No	1	-
18	Laborers, . . .	Adams .	For increase in wages	Yes	1	-
19	Bricklayers' and plasterers' tenders, bricklayers, and plasterers,	Springfield	For increase in wages	Yes	1	1

1 Estimated.

2 Strikers returned to work on October 1, 1907, without concessions.

*for the Year ending September 30, 1907 — Continued.*

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
Dates on which—		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Sept. 3, 1907	Sept. 17, 1907	13	63	—	Yes	By direct negotiation	1
Sept. 15, 1907	Sept. 21, 1907	6	18	14	No	By filling places of em- ployees	2
Oct. 11, 1906	Oct. 13, 1906	3	200	—	No	By return to work with- out concessions	3
Feb. 19, 1907	Mar. 20, 1907	25	81	—	No	By filling places of em- ployees	4
Mar. 20, 1907	—	16	90	10	No	<sup>2</sup> By filling places of em- ployees	5
Apr. 1, 1907	May 21, 1907	43	211	82	Partly	By direct negotiation	6
Apr. 25, 1907	May 21, 1907	23	75	—	—	Union ordered men to return under former conditions	7
May 1, 1907	May 3, 1907	3	16	—	Yes	By direct negotiation	8
Nov. —, 1906	—	1	20	—	No	By filling places of em- ployees	9
Jan. —, 1907	—	1	20	—	No	By filling places of em- ployees	10
Feb. 20, 1907	Feb. 20, 1907	1	61	14	<sup>3</sup> No	Union ordered men to return under former conditions	11
Mar. 22, 1907	Mar. 29, 1907	6	40	—	Yes	By direct negotiation	12
Apr. 1, 1907	Apr. 2, 1907	1	35	—	Partly	By direct negotiation	13
May 3, 1907	May 8, 1907	4	75	—	No	By direct negotiation	14
May 6, 1907	May 13, 1907	6	40	—	No	By filling places of em- ployees	15
May 14, 1907	May 15, 1907	1	50	—	No	By filling places of em- ployees	16
May 20, 1907	May 27, 1907	6	40	10	No	By return to work at old price; the best of the workmen were given desired increase. The others were discharged and their places filled.	17
May 16, 1907	June 3, 1907	15	30	—	No	By filling places of em- ployees	18
May 16, 1907	May 24, 1907	8	23	17	No	By filling places of em- ployees	19

<sup>3</sup> Later all men on the contract work became affiliated with same central union.

Table XXXI — Detailed Statement of Disputes Reported

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organization	ESTABLISHMENTS	
					Number Involved	Number Closed
	<b>Building and Stone Working — Con.</b>					
	<i>Building and Street Labor — Con.</i>					
1	Italian laborers, . . .	Andover .	For increase in wages . . .	No	1	-
2	Laborers, . . .	W. Springfield	Against discharge of fellow workman	No	1	-
3	Laborers, . . .	Greenfield	For reduction in hours . . .	No	1	1
4	Laborers, . . .	Franklin .	For increase in wages . . .	No	1	-
5	Laborers, . . .	Williamstown	For increase in wages and reduction in hours	No	1	-
6	Laborers, . . .	Pittsfield	For increase in wages . . .	No	1	-
7	Laborers, . . .	Fall River	For increase in wages . . .	No	1	-
	<b>Clothing.</b>					
	<i>Boots and Shoes.</i>					
8	Scourers, . . .	Brockton	For increase in wages . . .	No	1	-
9	Pullers-over and making room employees,	Lynn .	For new price list . . .	Yes	1	-
10	Block cutters, . . .	Haverhill	For increase in wages . . .	No	1	-
11	Block cutters, . . .	Haverhill	For increase in wages . . .	No	1	-
12	Pullers-over, operators, innersole tackers, and toe trimmers,	Bridge-water	For increase in wages . . .	Yes	1	-
13	Pullers-over and last-making machine operators,	Lynn .	Against employment of women on certain work	Yes	1	-
14	Lasters, . . .	Danvers .	Against working conditions .	No	1	-
15	Cutters, . . .	Newburyport	For reduction in hours from 10 to nine a day without change in wages.	No	1	-
16	Pullers-over and making room employees,	Lynn .	For increase in rates for assembling	Yes	1	-
17	Cutters, . . .	Boston .	Trade unionism; against discharge of two employees who attempted to organize cutting department	No	1	-
18	Counter cutters, . . .	Brockton	For increase in wages . . .	No	1	-
19	Cutters, . . .	Hudson .	Against system of payment . .	No	1	-
20	Packers, stock fitters, finishers, lasters, stitchers, turn workmen, and edge makers,	Haverhill	For increase in wages . . .	Yes	1	1
21	Edge trimmers and setters,	Lynn .	For increase in wages . . .	Yes	1	-
22	Hand lasters, . . .	Lynn .	For increase in wages . . .	No	1	-
23	Lasters, pullers-over, operators, and other shoe workers,	Lynn .	For increase in wages . . .	Yes	1	1
24	Turn workmen, . . .	Lynn .	For new price list . . .	Yes	1	-
25	Cutters, . . .	Salem .	Dispute as to method of accounting	No	1	-
26	Hand welt sewers, . .	Lynn .	For increase in prices of 13 cents a pair, followed by demand for removal of two foremen	No	1	-
27	Turn workmen, . . .	Lynn .	For increase in wages . . .	Yes	1	-
28	Edgemakers, and making and packing room employees,	Lynn .	For increase in wages . . .	Yes	1	1



*for the Year ending September 30, 1907 — Continued.*

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
Dates on which—		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
May 18, 1907	May 20, 1907	2	25	-	No	By filling places of em- ployees	1
May 23, 1907	May 27, 1907	3	19	-	No	By filling places of em- ployees	2
June 13, 1907	June 17, 1907	3	34	-	No	By return to work on employers' terms	3
June 15, 1907	June 17, 1907	1	15	-	No	By return to work on employers' terms	4
July 19, 1907	Aug. 10, 1907	20	15	-	No	By return to work with- out negotiations	5
Aug. 1, 1907	Aug. 7, 1907	5	27	-	No	By filling places of em- ployees	6
Sept. 14, 1907	Sept. 30, 1907	14	30	-	No	By filling places of em- ployees	7
Nov. 5, 1906	Nov. 7, 1906	2	17	-	Yes	By direct negotiation	8
Nov. 15, 1906	Nov. 16, 1906	1	12	30	Yes	By arbitration	9
Nov. 16, 1906	Dec. 12, 1906	21	10	3	No	By return to work with- out negotiations	10
Nov. 20, 1906	Dec. 3, 1906	11	40	6	No	By return to work with- out negotiations	11
Nov. 26, 1906	Dec. 10, 1906	12	86	-	No	By filling places of em- ployees	12
Nov. 26, 1906	Dec. 3, 1906	5	25	-	Yes	By direct negotiation	13
Dec. 4, 1906	Dec. 6, 1906	2	20	-	No	By return to work with- out negotiations	14
Dec. 8, 1906	Dec. 11, 1906	2	40	-	Yes	By direct negotiation	15
Jan. 7, 1907	Jan. 8, 1907	1	15	50	No	By direct negotiation	16
Jan. 8, 1907	Feb. 11, 1907	29	160	-	No	By filling places of em- ployees	17
Jan. 12, 1907	Jan. 18, 1907	5	12	-	No	By direct negotiation	18
Feb. 4, 1907	Feb. 13, 1907	8	27	-	Partly	By direct negotiation	19
Feb. 8, 1907	Feb. 15, 1907	6	213	97	No	By return to work with- out negotiations	20
Feb. 8, 1907	Feb. 12, 1907	3	15	-	Yes	By direct negotiation	21
Feb. 11, 1907	Feb. 14, 1907	3	14	-	Yes	By direct negotiation	22
Feb. 12, 1907	Mar. 1, 1907	14	30	333	Yes	By arbitration	23
Feb. 20, 1907	Apr. 20, 1907	49	12	-	Partly	By direct negotiation	24
Feb. 25, 1907	Feb. 27, 1907	2	75	-	No	By return to work with- out negotiations	25
Mar. 1, 1907	Mar. 11, 1907	8	75	-	Partly	By direct negotiation	26
Mar. 1, 1907	Mar. 28, 1907	23	17	-	Partly	By direct negotiation	27
Mar. 6, 1907	Mar. 16, 1907	9	11	117	No	By filling places of em- ployees	28

Table XXXI — Detailed Statement of Disputes Reported

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organization	ESTABLISHMENTS	
					Number Involved	Number Closed
	<b>Clothing — Con.</b>					
	<i>Boots and Shoes — Con.</i>					
1	Lasters, . . . .	Lynn .	For increase in wages . . .	Yes	1	-
2	Cutters, . . . .	Salem .	Lockout—to resist demand for increase in wages	No	1	-
3	Treers, . . . .	Brockton	Against employment of non-union workman	No	1	-
4	Turn workmen, .	Haverhill	To force firm to sign union price list	Yes	1	-
5	Treers, . . . .	Brockton	Against employment of certain officials	No	1	-
6	Treers, dressers, packers, and other shoe workers, .	Whitman	For reinstatement of discharged employee	Yes	1	1
7	Cutters, . . . .	Brockton	For increase in daily wages from \$1.75 to \$2	Yes	1	-
8	Lasters, and other employees, .	Lynn .	For increase in wages . . .	Yes	1	1
9	Counter makers, .	Haverhill	For Saturday half-holiday without loss of pay during summer months	No	3	-
10	Lasters, and other shoe workers, .	Framingham	For readjustment of prices to be paid to one man operating a new heel lasting machine	Yes	1	-
11	Lasting machine operators, .	Lynn .	For change in working conditions	Yes	1	-
12	Goodyear operators, .	Lynn .	To support striking lasting machine operators	Yes	1	-
13	Vampers, . . . .	Millis .	For an increase of five per cent in wages	No	1	-
14	Lasters and other shoe workers, .	Brockton	For recognition of independent union	Yes	1	-
	<i>Caps.</i>					
15	Cap makers, . . .	Boston .	For recognition of union . . .	Yes	1	1
16	Cap makers, . . .	Boston .	Lockout in order to annul agreement to recognize union	No	1	1
	<i>Combs.</i>					
17	Comb rubbers, . .	Leominster	Against reduction in wages . .	Yes	1	-
	<i>Garments.</i>					
18	Suit makers, . . .	Boston .	For closed shop . . . . .	Yes	1	1
19	Garment workers, .	Boston .	For recognition of union . . .	Yes	54	42
20	Stitchers, . . . .	Quincy .	For reinstatement of discharged forewoman	No	1	1
	<b>Food, Liquors, and Tobacco.</b>					
	<i>Food.</i>					
21	Ice handlers, . . .	Woburn .	For increase in wages . . . .	No	1	-
	<i>Tobacco.</i>					
22	Tobacco strippers, .	Boston .	For increase of \$1 in weekly wages and one-half cent a pound on piece work	Yes	7	7
23	Cigarette makers, .	Boston .	Against discharge of fellow workman	Yes	1	-
24	Cigarette makers, .	Boston .	Dissatisfaction with result of investigation which found discharge of workman justifiable	Yes	1	-
	<b>Leather and Leather Goods.</b>					
	<i>Leather.</i>					
25	Tackers, . . . .	Winchester	For change in working conditions	No	1	-
26	Finishers, coaters, tackers, and luggers, .	Woburn .	Against employment of certain workman	No	1	-

\* Successful to employer.

\* Strikers returned to work without

*for the Year ending September 30, 1907 — Continued.*

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
Dates on which—		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Mar. 9, 1907	Mar. 14, 1907	4	13	-	No	By filling places of em- ployees	1
Mar. 20, 1907	Apr. 1, 1907	10	12	-	1-	By filling places of em- ployees	2
Apr. 23, 1907	Apr. 24, 1907	1	20	-	No	By union ordering men to return to work	3
May 4, 1907	July 5, 1907	50	22	-	No	By filling places of em- ployees	4
May 10, 1907	May 11, 1907	1	22	-	No	By filling places of em- ployees	5
May 13, 1907	May 16, 1907	3	97	722	No	By arbitration	6
May 17, 1907	May 20, 1907	2	37	-	Yes	By direct negotiation	7
May 17, 1907	June 3, 1907	13	28	133	No	By filling places of em- ployees	8
June 11, 1907	June 24, 1907	11	37	15	No	By direct negotiation	9
June 28, 1907	July 22, 1907	19	650	-	No	By return to work with- out negotiations	10
July 30, 1907	July 31, 1907	1	20	-	No	By filling places of em- ployees	11
July 31, 1907	Aug. 5, 1907	4	11	-	<sup>2</sup> No	By filling places of em- ployees	12
Aug. 2, 1907	Aug. 7, 1907	4	24	-	Yes	By direct negotiation	13
Sept. 26, 1907	Oct. 8, 1907	10	260	3,300	No	By filling places of em- ployees	14
Apr. 13, 1907	Apr. 22, 1907	7	21	1	Yes	By direct negotiation	15
May 4, 1907	June 3, 1907	25	21	1	<sup>3</sup> -	By direct negotiation	16
Apr. 12, 1907	Apr. 22, 1907	8	22	-	No	By filling places of em- ployees	17
Feb. 6, 1907	May 16, 1907	83	75	-	No	By return to work with- out negotiations	18
Mar. 25, 1907	June 3, 1907	57	1,738	-	No	By filling places of em- ployees	19
Sept. 18, 1907	Sept. 23, 1907	4	30	-	No	By return to work with- out negotiations	20
June 24, 1907	July 1, 1907	6	14	-	No	By return to work with- out negotiations	21
June 3, 1907	June 25, 1907	19	383	484	Yes	By direct negotiation	22
July 4, 1907	July 5, 1907	1	11	-	-	By direct negotiation	23
July 11, 1907	July 22, 1907	9	11	-	No	By filling places of em- ployees	24
Mar. 14, 1907	Mar. 18, 1907	3	12	-	No	By return to work with- out negotiations	25
May 17, 1907	May 20, 1907	2	44	-	Partly	By direct negotiation	26

negotiations on October 28, 1907.

<sup>3</sup> Failure for employers.

Table XXXI—Detailed Statement of Disputes Reported

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organization	ESTABLISHMENTS	
					Number Involved	Number Closed
	<b>Metals, Machinery, and Shipbuilding.</b>					
	<i>Iron and Steel Manufacture.</i>					
1	Boilermakers' helpers,	Malden .	For increase in wages . . .	Yes	1	1
2	Boilermakers, . .	Malden .	Sympathy . . . . .	Yes	1	1
3	Polishers, forgers, and grinders,	North-ampton	For increase in wages . . .	Yes	1	-
4	Machinists and tool-makers,	Westfield	For reinstatement of discharged workman	Yes	1	-
5	Machinists, . . .	Boston .	Against imposition of fines for damaged material	Yes	1	-
6	Laborers, . . . .	North-bridge	For increase in wages . . .	No	1	1
7	Iron molders, . .	Taunton .	For increase in wages . . .	Yes	1	-
8	Molders, . . . .	Franklin	System of payment . . . .	No	1	-
9	Lathe hands, . .	Spring-field	For increase in wages . . .	No	1	-
10	Enamelers, . . .	Westfield	Disagreement between company and foreman	Yes	1	-
11	Laborers, . . . .	Cam-bridge	For increase in wages . . .	No	1	-
12	Stove mounters, .	Taunton .	Against installation of time clock	Yes	1	-
13	Boilermakers, . .	Boston .	For increase in wages . . .	Yes	10	-
14	Machinists, . . .	Lynn .	For reduction in weekly hours of labor from 55 to 50	Yes	1	-
15	Horseshoers, . . .	Boston .	For increase in weekly wages from \$17 to \$19	Yes	2	1
16	Foundry helpers, .	Waltham	For increase in daily wages from \$1.75	Yes	1	-
17	Machinists and helpers,	Lowell .	Against alleged reduction in wages	No	1	-
18	Machinists, . . .	Westfield	Against employment of man believed by strikers to be a "time spotter"	Yes	1	-
19	Pattern makers, .	Pittsfield	For increase in wages . . .	Yes	1	-
20	Machinists, . . .	Fitchburg	For reduction in daily hours of labor from ten to nine, without reduction in wages	Yes	8	-
21	Sawsmiths, . . .	Fitchburg	Sympathy with men in same employ who were on strike in Chicago, Ill.	Yes	1	-
22	Machinists, . . .	Lawrence	For nine-hour day . . . .	Yes	2	-
23	Drop forgers, and die sinkers,	Spring-field	Against discharge of union workman for disobeying shop rules	Yes	1	-
24	Cutlery wood polishers,	North-ampton	Refusal to work with a union man who was not a member of local union	Yes	1	-
	<i>Miscellaneous Metal Trades.</i>					
25	Brass molders, and machinists,	Boston .	For reduction in daily hours of labor from ten to nine	Yes	1	-
26	Brass finishers, polishers, buffers, and nickel platers,	Boston .	For uniform minimum wage of \$3 a day	Yes	1	-
27	Polishers, buffers, and platers,	Quincy .	For increase in daily wages from \$2.75 to \$3	Yes	1	1
	<i>Shipbuilding.</i>					
28	Coppersmiths, . .	Quincy .	For increase in wages . . .	No	1	-

*for the Year ending September 30, 1907 — Continued.*

DURATION			Number of Strikers	Number of Employees Thrown out of Work	Succeeded	Methods of Settlement	
Dates on which —		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Nov. —, 1906	-	1½	25	-	Yes	By direct negotiation	1
Nov. —, 1906	-	1½	130	-	Yes	Union ordered men to return to work	2
Dec. 31, 1906	<sup>1</sup> Feb. 4, 1907	130	67	-	No	By filling places of employees	3
Mar. 5, 1907	Mar. 26, 1907	18	23	-	No	By filling places of employees	4
Mar. 6, 1907	<sup>2</sup> Apr. 15, 1907	34	82	-	No	By filling places of employees	5
Mar. 30, 1907	Apr. 3, 1907	3	55	150	No	By filling places of employees	6
Apr. 1, 1907	Apr. 3, 1907	2	22	-	No	Union ordered men to return under former conditions	7
Apr. 3, 1907	Apr. 5, 1907	2	22	-	Yes	By direct negotiation	8
Apr. 5, 1907	Apr. 7, 1907	2	30	-	No	By return to work without negotiations	9
Apr. 6, 1907	Apr. 12, 1907	5	18	-	No	By filling places of employees	10
Apr. 17, 1907	May 1, 1907	11	51	-	No	By filling places of employees	11
Apr. 22, 1907	Apr. 25, 1907	3	18	-	No	By return to work without negotiations	12
May 1, 1907	June 3, 1907	27	257	-	Yes	By arbitration	13
May 1, 1907	Aug. 5, 1907	80	20	-	No	By filling places of employees	14
May 4, 1907	June 10, 1907	31	17	-	Yes	By direct negotiation	15
May 10, 1907	May 16, 1907	5	100	-	Yes	By direct negotiation	16
May 21, 1907	July 1, 1907	19	170	-	No	By filling places of employees	17
May 22, 1907	July 1, 1907	134	200	-	No	By filling places of employees	18
May 27, 1907	Sept. 1, 1907	82	30	-	No	Union ordered men to return under former conditions	19
July 8, 1907	Oct. 20, 1907	89	311	-	No	By filling places of employees	20
Aug. 21, 1907	Nov. 27, 1907	83	25	-	No	By filling places of employees	21
Aug. 22, 1907	Oct. 1, 1907	33	41	17	No	By filling places of employees	22
Aug. 23, 1907	Sept. 30, 1907	31	37	-	No	By filling places of employees	23
Sept. 3, 1907	Sept. 10, 1907	6	15	-	No	By return to work without negotiation	24
Oct. 11, 1906	Oct. 13, 1906	2	86	-	Yes	By direct negotiation	25
Apr. 10, 1907	Apr. 25, 1907	13	10	-	No	Places of strikers temporarily filled; later strikers were reinstated	26
Apr. 16, 1907	Apr. 22, 1907	4	17	-	Yes	By direct negotiation	27
July 22, 1907	Aug. 12, 1907	18	8	-	No	By filling places of employees	28

<sup>2</sup> Strike declared off March 5, 1908.



Table XXXI — Detailed Statement of Disputes Reported

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organization	ESTABLISHMENTS	
					Number Involved	Number Closed
	<b>Paper and Paper Goods.</b>					
1	Rag pickers, . . .	Chelsea .	For increase in wages . . .	Yes	1	-
2	Sorters, cutters, and helper, . . .	Leominster	For increase in wages . . .	No	1	-
3	Paper cutters, . . .	Holyoke .	For increase in wages . . .	No	1	-
4	Loft men, . . .	Holyoke .	For increase in wages . . .	No	1	-
5	Sorters, employees in rag, finishing, engine, machine, size and loft rooms,	Russell .	Refusal to work with persons of certain nationalities	No	1	1
	<b>Printing and Allied Trades.</b>					
	<i>Bookbinding.</i>					
6	Rulers, finishers, forwarders, pagers, case makers, stock cutters,	Holyoke .	Against readjustment of rates, and for recognition of union	Yes	1	-
	<b>Public Employment.</b>					
	<i>City Employees.</i>					
7	Laborers, . . .	Waltham	For increase in daily wages from \$1.80 to \$2	No	1	-
8	Laborers, . . .	Fitchburg	For increase in wages . . .	No	1	-
	<b>Textiles.</b>					
	<i>Cotton Goods.</i>					
9	Spinners, . . .	Montague	Against employment of certain officials	No	1	1
10	Frame spinners, . . .	Lowell .	Against employment of second hand	No	1	-
11	Weavers, . . .	Adams .	Against installation of warp stop motions	No	1	1
12	Spinners and doffers, . . .	Chicopee	For readjustment of rates . . .	No	1	-
13	Doffers, . . .	Fall River	For increase in wages . . .	No	1	-
14	Speeder tenders, . . .	Fall River	For reinstatement of discharged employee	Yes	1	-
15	Chain quillers, . . .	Clinton .	For increase in wages . . .	No	1	-
16	Weavers, . . .	Fitchburg	Against discharge of overseer . . .	No	1	-
17	Weavers, . . .	Chicopee	For increase in wages . . .	Yes	1	-
18	Carders and spinners, . . .	Chicopee	Sympathy with weavers who struck for increase in wages	No	1	-
19	Weavers, . . .	Millbury .	Against objectionable overseer . . .	No	1	1
20	Chain quillers, . . .	Clinton .	For increase in wages . . .	No	1	-
21	Spinners, . . .	Lowell .	For reinstatement of discharged employee	No	1	-
22	Weavers, . . .	Warren .	For increase in wages . . .	No	1	1
23	Weavers, . . .	Fall River	For increase in wages . . .	Yes	1	-
24	Weavers, and cloth room employees, . . .	Fall River	For increase in price for weaving	Yes	1	-
25	Spinners and doffers, . . .	Chicopee	For increase in wages . . .	No	1	-
26	Jacquard weavers, . . .	Taunton .	Objections to a Pole being employed on Jacquard weaving	No	1	-
27	Weavers, carders, and spinners, . . .	Warren .	Against employment of Assyrian weavers	No	1	1
28	Drawing-in room employees, . . .	Fitchburg	For change in working conditions	No	1	-

1 Strike declared off January 28, 1908.

*for the Year ending September 30, 1907—Continued.*

DURATION			Number of Strikers	Number of Employees Thrown out of Work	Succeeded	Methods of Settlement	
Dates on which—		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Nov. —, 1906	—	12	15	—	No	By filling places of employees	
Dec. 12, 1906	Dec. 20, 1906	7	50	2	No	By return to work on employers' terms	2
May 13, 1907	June 3, 1907	17	30	—	No	By return to work without negotiations	3
May 20, 1907	May 21, 1907	1	14	—	No	By filling places of employees	4
June 18, 1907	July 8, 1907	17	8	122	No	By return to work without negotiations	5
May 25, 1907	Dec. 15, 1907	168	159	—	No	By filling places of employees	6
May 16, 1907	May 21, 1907	4	35	—	Yes	By direct negotiation	7
Sept. 26, 1907	Oct. 4, 1907	7	12	—	No	By return to work without negotiations	8
Oct. 1, 1906	Oct. 3, 1906	2	25	15	No	By return to work without negotiations	9
Oct. 8, 1906	Oct. 11, 1906	3	35	—	No	By return to work without concessions	10
Nov. 15, 1906	Nov. 26, 1906	9	320	—	Partly	By direct negotiation	11
Nov. 24, 1906	Nov. 26, 1906	2	120	—	No	By direct negotiation	12
Dec. 7, 1906	Dec. 10, 1906	2	10	—	No	By return to work without negotiations	13
Dec. 17, 1906	Dec. 19, 1906	2	10	—	No	Union ordered strikers to return under former conditions	14
Dec. 17, 1906	Dec. 29, 1906	11	38	—	Yes	By direct negotiation	15
Jan. 5, 1907	Jan. 7, 1907	1	50	—	No	By return to work without negotiations	16
Jan. 8, 1907	Jan. 23, 1907	13	225	—	No	Union ordered strikers to return to work	17
Jan. 11, 1907	Jan. 23, 1907	10	255	240	No	Union ordered strikers to return to work	18
Jan. 12, 1907	Jan. 24, 1907	10	14	6	Yes	By return to work without negotiations	19
Jan. 21, 1907	Feb. 11, 1907	2 18	38	—	No	By filling places of employees	20
Feb. —, 1907	Feb. —, 1907	1	42	—	No	By filling places of employees	21
Feb. 11, 1907	Feb. 14, 1907	3	65	—	Yes	By direct negotiation	22
Feb. 20, 1907	Mar. 4, 1907	9	216	—	Partly	By direct negotiation	23
Mar. 4, 1907	Mar. 26, 1907	19	100	14	Partly	By direct negotiation	24
Mar. 9, 1907	Mar. 16, 1907	6	215	—	No	Union ordered strikers to return to work	25
Mar. 18, 1907	Mar. 19, 1907	1	18	—	No	By filling places of employees	26
Apr. 8, 1907	Apr. 12, 1907	4	125	725	No	By return to work without concessions	27
May 2, 1907	May 8, 1907	6	18	—	No	By return to work without negotiations	28

Table XXXI — Detailed Statement of Disputes Reported

	INDUSTRIES AND OCCU- PATIONS.	Localities	Causes	Or- dered by Labor Organi- za- tion	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
	<b>Textiles — Con.</b>					
1	<i>Cotton Goods</i> — Con. Combing-room em- ployees,	Holyoke .	For increase in wages . . .	No	1	-
2	Weavers, <i>carders,</i> <i>spinners, beamers,</i> <i>spoolers, warpers,</i> <i>and slathers,</i>	Palmer .	Against regulation of windows by management which sought to bring about desired results in ventilation	No	1	1
3	Weavers, . . .	Chicopee	For increase in wages . . .	No	1	-
4	Spinners, . . .	New Bedford	For change in working condi- tions	No	1	-
5	Spoolers, <i>spinners,</i> <i>doffers, twisters,</i> <i>carders, warpers,</i> <i>and dyers,</i>	Adams .	For increase in wages . . .	No	1	1
6	Weavers, . . .	South Hadley	For increase in wages . . .	No	1	1
7	Weavers, . . .	South Hadley	Refusal to work with two weavers who had refused to join previous strike	No	1	1
8	Back boys, . . .	Taunton .	For one week vacation with pay	No	1	-
	<i>Dyeing, Bleaching and Printing.</i>					
9	Bleaching depart- ment employees,	South- bridge	For increase in wages . . .	No	1	-
10	Bleach house, print, white, and shearing room employees, <i>and other employees,</i>	Fall River	Lockout in anticipation of dis- agreement over proposed wage increase	No	1	1
11	Sorters and packers,	North Adams	For increase in wages . . .	No	1	-
12	Apprentices, . . .	Freetown	For increase in wages . . .	No	1	-
	<i>Flax, Hemp, and Jute Goods.</i>					
13	Winders and reelers, <i>and other employees,</i>	Grafton .	For increase in wages . . .	No	1	1
	<i>Knit Goods.</i>					
14	Boarders, knitters, employees in singe- ing department, and <i>dyers and finishers,</i>	Ipswich .	For increase in wages . . .	No	1	1
	<i>Woolen and Worsted Goods.</i>					
15	Weavers, and <i>other operatives,</i>	Worcester	For increase in wages . . .	No	1	1
16	Dressers, and <i>other operatives,</i>	Pittsfield	Trade unionism . . .	Yes	1	1
17	Felt workers, . . .	Winches- ter	Against employment of certain official	No	1	-
18	Rug finishers, and balers,	Lowell .	Against change in working con- ditions	No	1	-
19	Weavers and <i>other operatives,</i>	Dracut .	Against two loom system . . .	No	1	-
20	Blanket weavers, . .	Hudson .	Against reduction in wages . .	No	1	-
21	Dye house, wool house, and pickle room laborers, yard hands, <i>Brussels and Wilton weavers, and employees in worsted and woolen depts.</i>	Lowell .	For increase in wages . . .	No	1	-
22	Weavers, <i>spinners,</i> <i>carders, and finish- ers,</i>	Framing- ham	On account of grievance as to short payment and for increase in wages	No	1	1

*for the Year ending September 30, 1907 — Continued.*

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
Dates on which —		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
May 10, 1907	May 11, 1907	1	14	-	No	By direct negotiation	
May 17, 1907	May 24, 1907	6	56	244	No	By direct negotiation	2
May 20, 1907	May 24, 1907	4	15	-	No	By return to work with- out negotiations	3
May 29, 1907	May 31, 1907	2	25	-	No	By filling places of em- ployees	4
June 8, 1907	June 11, 1907	2	26	25	No	By return to work with- out negotiations	5
July 31, 1907	Aug. 6, 1907	5	49	-	Partly	By direct negotiation	6
Aug. —, 1907	Aug. —, 1907	2	40	-	Yes	By return to work with- out negotiations	7
Aug. 26, 1907	Aug. 28, 1907	2	50	-	No	By return to work with- out negotiations	8
Dec. 22, 1906	Dec. 25, 1906	2	18	-	No	By return to work with- out negotiations	9
Apr. 2, 1907	Apr. 12, 1907	9	254	721	1 -	Strikers returned to work on basis of original wage offer after places were partly filled	10
Apr. 26, 1907	May 1, 1907	4	24	-	No	By filling places of em- ployees	11
July 29, 1907	Aug. 5, 1907	6	13	-	No	By return to work with- out negotiations	12
May 20, 1907	May 29, 1907	8	25	208	No	By return to work with- out negotiations	13
June 21, 1907	June 27, 1907	5	176	360	Partly	By direct negotiation	14
Oct. 9, 1906	Oct. 22, 1906	11	43	110	No	By return to work with- out negotiations	15
Nov. 26, 1906	Dec. 17, 1906	17	5	300	No	By filling places of em- ployees	16
Dec. —, 1906	Dec. —, 1906	12	22	-	No	By filling places of em- ployees	17
Feb. 8, 1907	Feb. 14, 1907	5	32	-	No	By return to work with- out concessions	18
Mar. 5, 1907	Mar. 11, 1907	5	143	180	No	By return to work with- out concessions	19
Mar. 11, 1907	Mar. 25, 1907	12	9	-	No	By filling places of em- ployees	20
Apr. 3, 1907	Apr. 15, 1907	10	188	434	No	By filling places of em- ployees	21
Apr. 13, 1907	Apr. 30, 1907	14	69	22	Partly	By direct negotiation	22

<sup>1</sup> Successful for employers.

Table XXXI — Detailed Statement of Disputes Reported

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organization	ESTABLISHMENTS	
					Number Involved	Number Closed
	<b>Textiles — Con.</b>					
	<i>Woolen and Worsted Goods — Con.</i>					
1	Weavers, carders, and spinners,	Pittsfield	Against alleged insufficient wages	No	1	-
2	Weavers, . . .	Pittsfield	Against employment of weaver who had worked in another mill during a strike	No	1	-
3	Weavers, fixers, bobbin boys, and drawers-in,	Grafton	Against four-loom system . .	No	1	-
4	Weavers, . . .	Lowell	For increase in wages . .	No	1	-
5	Creelers, finishers, speeders, drawing, gillbox, and roving hands,	Lawrence	For increase in wages . .	No	1	-
6	Ingrain and Axminster weavers, and other employees,	Lowell	Against removal of restrictions limiting production and number of looms to be operated	Yes	1	-
7	Spinners, carders, twistors, spoolers, dressers, and weavers,	Ware	For increase in wages . .	No	1	-
8	Weavers, . . .	Huntington	For increase in wages . .	No	1	-
	<b>Transportation.</b>					
	<i>Railroads.</i>					
9	Track laborers, . .	Lee . .	For reinstatement of discharged employees	No	1	-
10	Car workers, . . .	Boston	Lockout to resist demands for increase in wages	No	1	-
11	Linemen, . . .	Westford	Dispute as to wages due . .	No	1	-
12	Italian laborers, . .	Attleborough	For provisions relative to transportation to and from work	No	1	-
13	Laborers, . . .	Fall River	For increase in wages . .	No	1	-
14	Track laborers, . .	Springfield	For increase in wages . .	No	1	-
15	Laborers, . . .	Boston	For increase in wages and reduction in hours of labor	No	1	-
16	Sectionmen and laborers,	Boston	For increase in wages and reduction in hours of labor	No	1	-
17	Sectionmen, . . .	W. Springfield	For increase in wages . .	No	1	-
	<i>Teaming.</i>					
18	Coal teamsters and helpers,	Spencer	For reduction in daily hours from ten to nine	Yes	3	-
19	Coal teamsters and yardmen,	Brockton	For increase in daily wages from \$2.25 to \$2.50	Yes	9	-
20	Teamsters, . . .	Boston	For increase in wages and reduction in hours of labor	Yes	10	-
21	Teamsters and lumpers,	Boston	For increase in wages of \$1 a week and reinstatement of discharged employee	Yes	1	-
22	Hack drivers, hostlers, and carriage washers,	Brockton	For increase in wages of \$2 a week	Yes	5	1
23	Coal handlers, . . .	Boston	For increase in wages . .	Yes	2	-
24	Coal teamsters, . .	Westfield	For increase in wages . .	Yes	4	-

<sup>1</sup> Also Hyde Park, Dedham, Foxborough, and Mansfield.



*for the Year ending September 30, 1907 — Continued.*

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
<i>Dates on which —</i>		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Apr. 17, 1907	Apr. 24, 1907	6	38	19	Yes	By direct negotiation	1
May —, 1907	May —, 1907	6	15	—	No	Places of majority of strikers were filled; six returned to work	2
May 27, 1907	June 3, 1907	5	19	20	No	By return to work with- out negotiations	3
June 1, 1907	June 15, 1907	12	50	—	No	By return to work with- out negotiations	4
June 3, 1907	June 7, 1907	4	190	—	No	By return to work with- out negotiations	5
June 15, 1907	June 28, 1907	11	213	312	Yes	By direct negotiation	6
June 26, 1907	July 25, 1907	24	20	153	No	Places of majority of strikers were filled; nine returned to work	7
Aug. 28, 1907	Sept. 3, 1907	4	12	—	No	By filling places of em- ployees	8
Oct. 18, 1906	Oct. 22, 1906	3	44	—	No	Eight strikers returned to work; places of others filled	9
Oct. 19, 1906	Jan. 1, 1907	61	70	—	No	Men reinstated as their services were required	10
Dec. 7, 1906	Dec. 8, 1906	1	11	—	No	By filling places of em- ployees	11
May 10, 1907	May 11, 1907	1	15	—	No	By filling places of em- ployees	12
May 10, 1907	May 12, 1907	2	60	—	No	By filling places of em- ployees	13
May 21, 1907	May 25, 1907	4	13	—	No	By return to work with- out negotiations	14
June 10, 1907	June 17, 1907	6	185	—	Partly	By direct negotiation	15
June 11, 1907	June 17, 1907	5	74	—	Partly	By direct negotiation	16
June 22, 1907	June 26, 1907	4	40	—	No	By return to work with- out concessions	17
Oct. 15, 1906	Oct. 18, 1906	3	25	—	Yes	By direct negotiation	18
Jan. 1, 1907	Jan. 6, 1907	4	87	21	Partly	By arbitration (local)	19
Apr. 3, 1907	July 21, 1907	90	392	—	No	By filling places of em- ployees	20
May 13, 1907	May 18, 1907	5	20	—	Partly	By direct negotiation	21
May 30, 1907	June 3, 1907	3	49	—	Yes	By direct negotiation	22
July 14, 1907	July 31, 1907	15	70	—	No	By filling places of em- ployees; later some of the strikers returned to work without negotia- tions	23
Aug. 24, 1907	Sept. 3, 1907	7	16	—	No	By return to work with- out concessions	24

Table XXXI — Detailed Statement of Disputes Reported

	INDUSTRIES AND OCCU- PATIONS.	Localities	Causes	Or- dered by Labor Organ- iza- tion	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
	<b>Transportation</b> — Con.					
1	<i>Freight Handling.</i> Freight handlers, .	Fall River	For increase in wages . .	No	1	-
2	Freight handlers, .	New Bedford	For increase in wages . .	No	1	-
3	<i>Telegraphs.</i> Telegraphers, .	Boston .	Sympathy with strikers in Los Angeles, Cal.	Yes	2	-
	<b>Woodworking and Furniture.</b>					
4	Millmen and car- penters,	Newton .	For increase in wages . .	Yes	3	-
5	Millmen, . . .	<sup>1</sup> Boston .	For uniform wage scale . .	Yes	6	-
6	Church organ work- ers,	<sup>2</sup> Boston .	For reduction in weekly hours of labor from 54 to 50	Yes	6	1
7	Brewery coopers, .	Boston .	For increase in daily wages from \$3.50 to \$4	Yes	12	-
8	Cane weavers, . .	Gardner .	For increase in wages . .	No	1	-
	<b>Miscellaneous.</b>					
9	Laborers, . . .	Billerica .	For Saturday half-holiday . .	No	1	-
10	Laborers, . . .	Woburn .	For increase in wages . .	No	1	-
11	Laborers, . . .	Leominster	Against change in working conditions	No	1	1

<sup>1</sup> Also Cambridge and Medford.

*for the Year ending September 30, 1907 — Concluded.*

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
<i>Dates on which —</i>		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Feb. 9, 1907	Feb. 11, 1907	2	60	-	No	By return to work with- out negotiations	1
Mar. 17, 1907	Mar. 25, 1907	8	70	-	No	By return to work with- out negotiations	2
Aug. 13, 1907	Nov. 7, 1907	73	277	-	No	By filling places of em- ployees	3
May 1, 1907	May 27, 1907	22	42	-	No	Places of majority of strikers were filled; others returned with- out concessions	4
May 6, 1907	June 14, 1907	34	112	-	No	By filling places of em- ployees	5
May 23, 1907	Oct. 14, 1907	119	97	-	No	Places of some of the strikers were filled; others returned to work	6
June 3, 1907	June 10, 1907	6	62	-	Yes	By arbitration	7
Aug. 28, 1907	Sept. 5, 1907	6	35	-	No	By filling places of em- ployees	8
Mar. 28, 1907	Apr. 1, 1907	3	125	-	Partly	By direct negotiation	9
Apr. 23, 1907	Apr. 30, 1907	6	18	-	No	By filling places of em- ployees	10
Aug. 9, 1907	Aug. 12, 1907	2	15	-	No	By return to work with- out negotiations	11

<sup>2</sup> Also Waltham and Weston.



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## APPENDICES.

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## APPENDIX I.

The term "industry," in its correct use, applies only to productive labor, that is, labor employed in manufacturing. In this report, however, on account of the lack of any other suitable term, it includes the labor employed in any department of business. All the different departments of business are, for the purposes of convenience, classified into 11 groups. The complete classification of all industries and the occupations included in each industry is given in the following tabular statement.

### GROUPS OF INDUSTRIES.

#### I. Building and stone working.

##### A. BUILDING.

##### B. STONE WORKING.

###### 1. Stone.

Crushed stone.

Cut stone.

For buildings, monuments, tombstones, etc.

Hones, slates, mosaics, etc.

###### 2. Miscellaneous mineral products.

###### a. Asbestos, graphite, etc.

Carbons.

Gas mantles.

Mica.

Talc.

###### b. Abrasives.

Emery.

Carborundum.

Sandpaper.

###### 3. Lime, cement, and plaster.

Asphalt.

Cement and lime.

Plaster.

Sifted sand and mortar.

Artificial stone.

Plaster casts.

###### 4. Brick, tile, and pottery.

###### a. Building brick.

###### b. Terra cotta and fine clay products.

Alignum.

Chimney tops.

Crucibles.

Enameled brick.

Fire brick.

Fire proofing material.

Flue, furnace, and stove linings.

Gas retorts.

Mosaics (ceramic).

Sewer pipe.

Tile.

###### c. Pottery products.

China ware.

Crockery.

Earthen ware.

Porcelain.

#### I. Building and stone working — Con.

##### B. STONE WORKING — Con.

###### 4. Brick, tile, and pottery — Con.

###### c. Stone ware.

##### C. PAVING.

##### D. BUILDING AND STREET LABOR.

Yellow ware.

#### II. Clothing.

##### A. BOOTS AND SHOES.

Boots and shoes.

Gloves and mittens.

##### B. BUTTONS, COMBS, ETC.

Pearl buttons, handles, etc.

Articles of horn, bone, celluloid, etc.

Combs.

Composition buttons.

Vegetable ivory.

Whalebone.

##### C. HATS, CAPS, AND FURS.

Men's hats and caps.

Fur and fur goods.

Millinery.

Artificial flowers and feathers.

##### D. GARMENTS.

###### 1. Tailoring.

Men's and boys' outer garments.

Blouses.

Coats.

Dresses.

Jackets.

Overalls.

Shirt waists.

Skirts.

Suits.

Trousers.

Vests.

###### 2. Men's neckwear.

###### 3. Suspenders and other furnishing goods for men.

###### 4. Dressmaking.

Women's and girls' outer garments.

Cloaks.

Dresses.

Shirt waists.

## GROUPS OF INDUSTRIES — Continued.

## II. Clothing — Con.

## D. GARMENTS — Con.

4. *Dressmaking* — Con.

Women's and girls' outer garments  
— Con.

Skirts.

Suits.

Waists.

Wrappers.

Women's white goods.

Lingerie.

Handkerchiefs.

Infants' wear.

Ladies' neckwear.

Ruchings.

Ruffings.

Corsets, garters, etc.

Fans.

Leggings.

Miscellaneous needlework.

Curtains, embroideries, etc.

Flags.

Regalia.

Quilts, comfortables, etc.

Umbrellas and parasols.

## E. SHIRTS, COLLARS, AND LAUNDRY.

Shirts, collars, and cuffs.

Boys' waists.

Laundering, custom dyeing, etc.

Laundries.

Cleaning and dyeing.

## III. Food, liquors, and tobacco.

## A. FOOD PRODUCTS.

1. *Grain handling and milling.*

Flour.

Feed.

Grist mill products.

2. *Sugar and molasses refining.*3. *Fruits and vegetables, canning and preserving.*

Crushed and dried fruits.

Pickles.

Preserves.

Sauces.

Syrups.

4. *Coffee and spice roasting and grinding.*

Mustard.

5. *Groceries (other).*

Chocolate and cocoa.

Salt.

Sifting seed.

Sorting beans.

Yeast.

6. *Provisions.*

Slaughter house and meat packing  
products.

Fish.

Lobsters.

Oysters.

7. *Dairy products.*

Butter.

Cheese.

Condensed milk.

## III. Food, liquors, and tobacco — Con.

## A. FOOD PRODUCTS — Con.

8. *Bakery products.*

Macaroni and other food pastes.

Crackers and biscuits.

Bread, pastry, etc.

9. *Confectionery and ice-cream.*

Chewing gum.

## B. LIQUORS.

Artificial ice.

Cider, grape juice, etc.

Mineral and soda waters.

Malt.

Malt liquors.

Vinous and distilled liquors.

Miscellaneous bottling.

## C. TOBACCO.

Tobacco and snuff.

Cigars.

Cigarettes.

## IV. Leather and rubber goods.

## A. LEATHER AND LEATHER GOODS

Leather.

Leather goods.

Belting, washers, etc.

Saddlery and harness.

Dashboards.

Fenders.

Whips.

Traveling bags and trunks.

Fancy leather goods.

Canvas and sporting goods.

## B. RUBBER AND GUTTA PERCHA GOODS.

Atomizers.

Dental rubber.

Dress shields.

Druggists' goods (rubber).

Gas tubing.

Mackintoshes.

Penholders (rubber).

Stamps (rubber).

Stopples (rubber).

Trusses.

Tubing.

## V. Metals, machinery, and shipbuilding.

## A. IRON AND STEEL MANUFACTURE

1. *Ore crushing.*2. *Pig iron.*

Blast furnaces.

3. *Rolling mills and steel works.*

Bloomeries.

Forgings.

Nails.

Plates.

Rails.

Rods.

Skelp.

Wire rods.

## GROUPS OF INDUSTRIES—Continued.

**V. Metals, machinery, and shipbuilding—Con.****A. IRON AND STEEL MANUFACTURE—Con.**

4. *Bridges and structural iron.*  
Safes and vaults.
  5. *Hardware.*  
Locks.  
Screws.  
Traps.
  6. *Cutlery.*
  7. *Tools and dies.*
  8. *Fire arms.*
  9. *Metal beds and bed springs.*  
Wire mattresses.
  10. *Wire work.*  
Bird cages.  
Hat frames.  
Wire cloth.  
Fences.  
Netting.
  11. *Car wheels and railway equipment.*  
Air brakes.  
Axles.  
Couplers.  
Springs.  
Switches.  
Trucks (car).
  12. *Architectural and ornamental iron work.*  
Cast iron columns, lintels, etc.  
Doors.  
Elevators.  
Fire escapes.  
Grates and grilles.  
Iron railings.  
Iron stairs.
  13. *Cooking and heating apparatus.*  
Car heaters.  
Furnaces.  
Ovens.  
Radiators.  
Ranges.  
Stoves.  
Stove castings.  
Tanks.  
Ventilators.
  14. *Typewriting and registering machines.*  
Car registers.  
Cash registers.
  15. *Stationary engines, boilers, etc.*  
Fire engines.  
Gas engines.  
Marine engines.
  16. *Machinery (not otherwise classified).*
  17. *Castings (iron foundry products).*
- B. MISCELLANEOUS METAL TRADES.**
1. *Gold, silver, and precious stones.*  
Silver and plated ware.  
Gold and silver refining.  
Assaying.  
Smelting.  
Gold, silver, and aluminum leaf.  
Gold and silver watch cases.

**V. Metals, machinery, and shipbuilding—Con.****B. MISCELLANEOUS METAL TRADES—Con.**

1. *Gold, silver, and precious stones—Con.*  
Jewelry, gold pens, etc.  
Lapidary work.  
Diamond cutting.  
Mounting.  
Polishing.  
Setting.
2. *Copper, lead, zinc, etc.*  
Smelting and refining.  
Babbitt metal.  
Solder.  
Spelter.  
Copper work.  
Brass and bronze castings.  
Bells.  
Foundry work.  
Gas and electric fixtures (brass).  
Brass and bronze ware.  
Sheet metal work.  
Cornices.  
Enameled ware.  
Galvanized iron.  
Granite ware.  
Japanned ware.  
Metal stamping.  
Sheet iron work.  
Stencils.  
Tinsmithing.  
Tinware.
- Metal goods not elsewhere specified.  
Aluminum.  
Glove fasteners.  
Hooks and eyes.  
Lead.  
Sheet.  
Shot.  
Pipe.  
Nickel plating.  
Tinfoil.  
Toys (metal).  
Zinc statuary.
3. *Electrical apparatus.*  
Telegraph, telephone, and fire alarm apparatus.  
Incandescent lights.  
Dynamos, motors, and electrical supplies.
4. *Conveyances.*  
Carriages, wagons, and sleighs.  
Blacksmithing and wheelwrighting.  
Horseshoeing.  
Vehicle wheels.  
Cycles.  
Motor vehicles.  
Cars (except railway shop).  
Locomotives (except railway shop).  
Railway repair shop.  
Building and repairing of cars and locomotives by railway companies.

## GROUPS OF INDUSTRIES — Continued.

**V. Metals, machinery, and shipbuilding — Con.****B. MISCELLANEOUS METAL TRADES — Con.***5. Agricultural implements.*

- Artesian wells and boring tools.
  - Cane mills.
  - Cider mills.
  - Coffee (plantation) machinery.
  - Cotton jobbers, gins, presses, and sweeps.
  - Dairy apparatus.
  - Ditching machines.
  - Ensilage cutters.
  - Elevators.
  - Evaporators.
  - Fence machines.
  - Garden implements.
  - Grinding mills.
  - Grubbing machines.
  - Hose.
  - Incubators.
  - Lawn mowers.
  - Lime spreaders.
  - Milk testers.
  - Pumps (hand and horse).
  - Road grinders and scrapers.
  - Rollers.
  - Scoops.
  - Scythes.
  - Shovels and spades.
  - Sickles.
  - Windmills.
- 6. Instruments and appliances.*
- a. Professional and scientific instruments.*
    - Barometers.
    - Dental appliances.
    - Engineers' and surveyors' appliances.
    - Nautical instruments.
    - Surgical instruments.
    - Thermometers.
  - b. Optical and photographic apparatus.*
    - Cameras.
    - Eyeglasses.
    - Lenses.
    - Microscopes.
  - c. Lamps, reflectors, stereopticons, etc. (except glass lamps and incandescent lamps).*
    - Calcium lights.
    - Lanterns.
    - Locomotive headlights.
    - Railway signal lamps.
  - d. Clocks and time recorders.*
  - e. Scales, meters, phonographs, etc.*
    - Balances.
    - Gas and water meters.
    - Slot machines.

**C. SHIPBUILDING.**

- Boat and shipbuilding.

**D. STATIONARY ENGINEERS.****VI. Paper and paper goods.****A. PAPER.**

- Rags and paper stock.
- Pulp and paper.
- Pulp mills.
- Pulp and paper mills.
- Paper mills.
- Cardboard.
- Pasteboard.
- Strawboard.
- Sorting rags.
- Sorting waste paper.

**B. PAPER GOODS.**

- Paper boxes and tubes.
- Ribbon blocks.
- Paper bags and sacks.
- Other paper goods.
- Blue print paper.
- Cards (cutting).
- Cigarette tubes.
- Embossed paper and cards.
- Envelopes.
- Lace or shelf paper.
- Patterns.
- Perforated paper.
- Photo mounts (card).

**VII. Printing and allied trades.****A. PRINTING AND PUBLISHING.**

- Addressing and mailing.
- Composition (linotype and typesetting).
- Stereotyping and electrotyping.

**B. BOOKBINDING AND BLANKBOOK MAKING.**

- Numbering, perforating, and ruling paper.
- Photograph albums.

**C. LITHOGRAPHING AND ENGRAVING.****D. GAMES AND NOVELTIES.****E. WALL PAPER.****F. PHOTOGRAPHY.****VIII. Public employment.****A. GOVERNMENT.****B. STATE.****C. COUNTY.****D. CITY.****E. TOWN.****IX. Restaurant and retail trade.****A. HOTELS AND RESTAURANTS.****B. RETAIL TRADE.****X. Textiles.****A. BLEACHING, DYEING, AND PRINTING.**

- Bleaching.
- Mercerizing.
- Printing.
- Refinishing.
- Sponging.

**B. COTTON GOODS.**

- Including cotton batting, netting, tape, twine, and yarn, waste, etc.



## GROUPS OF INDUSTRIES — Continued.

**X. Textiles — Con.****C. FLAX, HEMP, AND JUTE GOODS.**

- Bagging.
- Rugs (jute).
- Cordage.
- Linen fabrics (woven or knitted).
- Linen thread.
- Rope (jute, manila, sisal).
- Twine.
- Yarn (flax, hemp, jute).

**D. HOSIERY AND KNIT GOODS.**

- Gloves.
- Sweaters.

**E. WOOLEN AND WORSTED GOODS.**

- Carpets and rugs.
- Felt goods.
- Woolens and worsteds.
- Including cotton, mixed and woven goods, shoddy, wool extract, wool waste.

**F. OTHER TEXTILES.**

- Silk and silk goods.
- Upholstery goods.
- Upholstery bindings, braids, fringes, galloons, gimps, gorings, webbing, lace curtains, etc.
- Braids, embroideries, and dress trimmings.
- Bindings (dress).
- Chenille trimmings.
- Cords (dress).
- Passementerie.
- Oil cloth, window shades, etc.
- Crinoline.
- Linoleum.

**XI. Transportation.****A. RAILROADS.**

- Steam railroads.
- Street railways.

**B. TEAMING.****C. NAVIGATION.****D. FREIGHT HANDLING.****E. TELEGRAPHS.****XII. Woodworking and furniture.****A. SAW-MILL PRODUCTS.**

- Including kindling wood.

**B. PLANING-MILL PRODUCTS.**

- House trimmings.
- Sashes.
- Doors.
- Blinds.
- Packing boxes, crates, etc.
- Cigar and fancy wood boxes.

**C. COOPERAGE.**

- Barrels.
- Hogsheads.
- Kegs.
- Pails.
- Tubs, etc.

**XII Woodworking and furniture — Con.****D. WOOD TURNING AND CARVING.**

1. *Canes, umbrella sticks, etc.*
2. *Wooden toys and novelties.*
  - Advertising signs.
  - Bicycle specialties.
  - Blackboards (wood).
3. *Furniture and cabinet work.*
  - Furniture and upholstery.
4. *Caskets.*
  - Other undertakers' supplies.
5. *Store, office, and kitchen fixtures.*
  - Bank fixtures.
  - Billiard and pool balls and tables.
  - Bowling alleys and supplies.
  - Butchers' fixtures.
  - Church and hall seatings.
  - Refrigerators.
  - Saloon fixtures.
  - Show cases.
  - Telephone booths.
  - Washing machines.
6. *Mirror and picture frames.*
7. *Other cabinet work.*
  - Fishing rods.
  - Fretwork (wood).
  - Grilles.
  - Telephone backs.
  - Water-closet seats and tanks.
  - Wood mantels.
  - Rules.
  - Sleds.
  - Velocipedes.
8. *Other articles and appliances of wood.*
  - Agricultural woodwork.
  - Drill heads.
  - Plow handles.
  - Tongues.
  - Trees.
  - Artificial limbs.
  - Barrel covers.
  - Blocks (wall paper printing).
  - Blocks (pulley and tackle).
  - Car woodwork and carriage woodwork.
  - Clothespins.
  - Curtain poles.
  - Duster handles.
  - Flag poles.
  - Hames.
  - Hat blocks.
  - Hub blocks (wheel).
  - Ladders.
  - Lasts.
  - Loom parts and repairs (battens, bobbins, frames, beddles, reeds, and shuttles).
  - Mallets.
  - Map rolls.
  - Patterns.
  - Pipes.
  - Plane handles.

## GROUPS OF INDUSTRIES — Continued.

**XII. Woodworking and furniture — Con.****D. WOOD TURNING AND CARVING — Con.****8. Other articles and appliances of wood — Con.**

Plates (wood or pulp).

Saw handles.

Scroll sawing.

Veneer goods.

Wagon woodwork.

Woodcarving.

Woodturning.

Woodenware.

**9. Pianos, organs, etc.**

Banjos.

Mandolins.

Guitars.

Does not include brass instruments.

**10. Brooms, cork, etc.**

Pulp and fibre goods.

Mats and woven goods.

Straw goods.

Willow baskets.

Brooms.

Articles of cork.

Pipes (tobacco).

Fireproofing lumber.

**XIII. Miscellaneous.****A. CHEMICALS.****1. Drugs and chemicals.**

Proprietary medicine.

Sodas and other alkalies.

Alum.

Baking powder.

Bleaching powder.

Borax.

Chloride of lime.

Pearl ash.

Other chemicals and drugs.

Acids.

Calcium carbide.

Cream of tartar.

Digestive ferments.

Pharmaceutical products.

Sugar of lead.

Sulphur.

Tanning extracts.

**2. Paints, dyes, and colors.**

Paint, varnish, etc.

Acetanelid.

Colors in oil.

Dryers.

Furniture polish.

Kalsomine.

Japans.

Lacquers.

Oxides of lead.

White lead.

Whiting.

Dyes, colors, and inks.

Blackening.

Blueing.

**XIII. Miscellaneous — Con.****A. CHEMICALS — Con.****2. Paints, dyes, and colors — Con.**

Dyes, colors, and inks — Con.

Carbon paper.

Dairy colors.

Dyewood.

Lamp-black.

Typewriter ribbons.

Lead pencils and crayons.

**3. Wood alcohol and essential oils.**

Acetic acid.

Acetone.

Distilling wood.

Flavoring extracts.

Glycerine.

Linseed oil.

**4. Animal oil products.**

Beeswax candles.

Fish oil.

Grease, tallow, etc.

Lard oil.

Leather and shoe dressing.

Stearin.

**5. Mineral oil products.**

Coke.

Gasoline.

Naphtha.

Paraffine.

Petroleum refining.

Wax (paraffine).

**6. Soap, perfumery, and cosmetics.**

Toilet powder.

**7. Miscellaneous chemical products.**

Wax figures, etc.

Sealing wax.

Starch.

Glue, mucilage, etc.

Gum.

Sizings.

Fertilizers.

Matches and explosives.

Fireworks.

Gunpowder.

Celluloid and other plastics.

Creosoted paper.

**B. GLASS AND GLASSWARE.****1. Building glass.**

Cathedral.

Decorated.

Obscured.

Opalescent.

Plate.

Stained.

Window.

Wire.

Glass signs.

**2. Beveled glass and mirrors.****3. Pressed, blown, and cut glassware.**

Bulbs.

Chimneys.

Globes.

## GROUPS OF INDUSTRIES — Concluded.

**XIII. Miscellaneous — Con.****B. GLASS AND GLASSWARE — Con.***3. Pressed, blown, and cut glassware*  
— Con.

Lamps.

Opal ware.

Shades.

Tableware.

Tubes.

Vault lights.

*4. Bottles and jars.*

Carboys.

Demijohns.

Druggists' glassware.

Flasks, insulators of glass.

**XIII. Miscellaneous — Con.****C. WATER, LIGHT, AND POWER.***1. Water.**2. Gas.**3. Electric light and power.**4. Steam heat and power.**5. Garbage disposal, etc.***D. THEATRES AND MUSIC.****E. BARBERING.****F. FIBRE WORKERS.****G. FISHERIES.****H. AGRICULTURE.****I. INSURANCE EMPLOYEES.****J. PERSONAL AND DOMESTIC SERVICE.**

## APPENDIX II.

## INDEX TO CLASSIFICATION OF OCCUPATIONS.

NOTE. — The numbers and letters after each occupation indicate the industries (see Appendix I) under which the occupations are classified.

- Actors and actresses, XIIIId.  
 Agricultural laborers, XIIIg.  
 Architectural brass and bronze workers, Vb.  
 Architectural iron workers, Va12.  
 Arsenal machinists, VIIIA.  
 Arsenal yard laborers, VIIIA.  
 Artificial stone (cement) masons, Ia.  
 Asbestos workers (insulators), Ia.  
 Asphalt laborers, Id.  
 Badge, banner, and regalia makers, IID.  
 Baggage handlers, XIa.  
 Bag makers (paper), VIb.  
 Bag workers (leather), IVb.  
 Bakers, IIIa8.  
 Bakery salesmen, IXb.  
 Barbers, XIIIe.  
 Bartenders, IXa.  
 Base ball makers, IVb.  
 Beamers and tapers, Xb.  
 Bedding and mattress makers, XIIId.  
 Bedspring makers, Va9.  
 Beer bottlers, drivers, etc., IIb.  
 Bell boys, IXa.  
 Bevelers (glass), XIIIb.  
 Beverages, IIb.  
 Bill posters, XIIIId.  
 Billers, XIIIId.  
 Binding, VIIb.  
 Blacksmiths, Va, Vb10.  
 Blacksmiths' helpers, Va.  
 Blasters, Ib.  
 Bleachery and dye workers, Xa.  
 Block makers, Vc.  
 Blockers (hat and cap), IIc.  
 Boatbuilders, Vc.  
 Boatmen, XIc.  
 Boiler felters (see asbestos workers), Ia.  
 Boiler makers, Va, Vc.  
 Boiler makers' helpers, Va, Vc.  
 Bolters or fasteners, Vc.  
 Bookbinders, VIIb.  
 Book cover stampers, VIIb.  
 Boot and shoe workers, IIa.  
 Bootblacks, IXa.  
 Bottle blowers, XIIb.  
 Bottlers (beer, mineral water), IIIb.  
 Bottlers (milk), IIIa.  
 Box makers and sawyers, XIIb.  
 Box makers (paper), VIb.  
 Brass and bronze workers (architectural), Vb.  
 Brass finishers, molders, spinners, workers, Vb5.  
 Brewery employees, IIIb.  
 Brick, tile, and terra cotta workers, Ib.  
 Brick workers, Ib.  
 Bricklayers and masons, Ia.  
 Bricklayers' laborers, Id.  
 Bridge and stone curb setters, Ic.  
 Bridge and structural iron workers, Ia, Va4.  
 Bridge tenders, VIII.  
 Bridgemen, Ia.  
 Bronze workers, Vb5.  
 Broom makers, XIIId10.  
 Brush makers, XIIId10.  
 Buffers (leather), IV.  
 Buffers (metal), Vb.  
 Building laborers, Id.  
 Building material drivers, XIb.  
 Building material handlers, Id.  
 Building trades, Ia.  
 Butchers, IIIa.  
 Button makers, IIb.  
 Buttonhole makers, IIId4.  
 Cabinet makers, XIIId.  
 Cable splicers (electrical), Ia.  
 Cabmen, XIb.  
 Caissons and foundation workers, Id.  
 Calcium-light operators, XIIIId.  
 Calico printers, Xa.  
 Calkers (pipe), Ia.  
 Calkers (ship), Vc.  
 Can makers (tin), Va.  
 Cap blockers, cutters, finishers and trimmers, lining makers, makers, operators, packers, sweat band cutters, IIc.  
 Car and locomotive painters, XIa.  
 Car inspectors and repairers, XIa.  
 Car workers, XIa.  
 Card machine operators, Xb.  
 Card pickers, Xb.  
 Card room employees, Xb.  
 Carders, Xb.  
 Carpenters and joiners, Ia.  
 Carpenters (ship), Vc.  
 Carpenters (wharf and bridge), Ia.  
 Carpet fitters and layers, XIIId4.  
 Carpet store employees, IXb.  
 Carpet weavers, Xe.  
 Carriage spring makers, Vb10.  
 Carriage workers, XIIId3.  
 Carvers (stone), Ib.  
 Carvers (wood), XIIId3.  
 Case makers (jewelry and silverware), Vb.  
 Ceiling erectors (metal), Ia.  
 Cement laborers, Id.  
 Cement masons, Ia.  
 Cement workers, Ib3.

## INDEX TO CLASSIFICATION OF OCCUPATIONS — Continued.

- Cemetery workmen, VIII.  
 Cereal workers, IIIa.  
 Chair makers, XIIId4.  
 Chandelier filers, makers, Vb6.  
 Chandelier workers, Vb10c.  
 Chasers, Va3.  
 Cigar makers, packers, IIIc.  
 Cigarette makers, IIIc.  
 City employees, VIIIId.  
 City laborers, VIIIId.  
 Clerks (clothing), IXb.  
 Clerks (drug), IXb.  
 Clerks (grocery and provision), IXb.  
 Clerks (post-office), VIII.  
 Clerks (railway), XIa.  
 Clerks (railway mail), VIII.  
 Clerks (retail), IXb.  
 Clerks (steamship), XIc.  
 Cloak cutters, makers, IIId4.  
 Cloth examiners, IIId, Xb, Xe.  
 Cloth hat blockers, cutters, finishers, lining makers, operators, packers, trimmers, IIc.  
 Cloth spongers, IIId.  
 Clothing cutters and trimmers, IIId.  
 Clothing salesmen, IXb.  
 Coach drivers, XIb.  
 Coal handlers, XIb.  
 Coal heavers, XIb.  
 Coal teamsters, XIb.  
 Coal wagon drivers, XIb.  
 Coat makers, IIId.  
 Collar and cuff makers, IIe.  
 Collar starchers, IIe.  
 Collators (bookbinders), VIIb.  
 Color mixers (wall paper), VIIe.  
 Commercial telegraphers, XIe.  
 Compositors, VIIa.  
 Conductors, XIa.  
 Confectioners, IIIa8.  
 Cooks, IXa.  
 Cooks and stewards (marine), XIc.  
 Coopers, XIIc.  
 Copperplate engravers, VIIc.  
 Coppersmiths, Vb4.  
 Coremakers, Va, Vc.  
 Coremakers (brass foundries), Vb5.  
 Coremakers' apprentices, Va.  
 Costumers (theatrical), XIIIId.  
 Cotton mule spinners, Xb.  
 Cranemen, Vc.  
 Cranemen (dredge), XIc.  
 Cuffmakers, IIe.  
 Curriers, IVa.  
 Curtain makers (lace), Xf.  
 Cutlery forgers, Va.  
 Cutters (boot and shoe), IIa.  
 Cutters (cap), IIc.  
 Cutters (cloak), IIId.  
 Cutters (clothing), IIId.  
 Cutters (flint glass), XIIId1.  
 Cutters (freestone), Ia.  
 Cutters (glove), IIa.  
 Cutters (granite), Ib.  
 Cutters (hat), IIc.  
 Cutters (knit goods), Xd.  
 Cutters (meat), IIIa6.  
 Cutters (neckwear), IIId.  
 Cutters (paper), VIa, VIIb.  
 Cutters (paving block), Ib.  
 Cutters (stone), Ib.  
 Cutters (suit), IIId4.  
 Cutters (sweatband), IIc.  
 Cutters (wall-paper print), VIIe.  
 Cutters' helpers (marble), Ib.  
 Cutting die and cutter makers, Va.  
 Department store drivers, XIb.  
 Derrickmen, Ia, Ib.  
 Diamond workers, Vb.  
 Die and cutter makers, Va.  
 Die sinkers, Va.  
 Dige workers, Xa.  
 Dinkers, IIa.  
 Dredgemen, Ia.  
 Dressers (boot and shoe), IIa.  
 Dressers (thread), Xb.  
 Dressers (woolen and worsted), Xe.  
 Drillers (rock), Ib.  
 Drivers (bakery), XIb.  
 Drivers (beer), IIIb.  
 Drivers (building material), XIb.  
 Drivers (coach), XIb.  
 Drivers (coal wagon), XIb.  
 Drivers (department store), XIb.  
 Drivers (ice-cream), IXb.  
 Drivers (laundry wagon), IIe.  
 Drivers (market wagon), XIb.  
 Drivers (milk wagon), XIb.  
 Drivers (mineral water), IIb.  
 Drivers (municipal employees), VIIIId.  
 Drivers (newspaper), XIb.  
 Drivers (sand and tip-cart), XIb.  
 Drivers (street watering cart), XIb.  
 Drivers (team), XIb.  
 Drivers (transfer), XIId.  
 Drivers (truck), XIb.  
 Drop forgers and hammermen, Va17.  
 Drug clerks, IXb.  
 Dry goods clerks, IXb.  
 Dyers and finishers, Xa.  
 Edge gilders (book), VIIb.  
 Edgemakers (boot and shoe), IIa.  
 Edge trimmers and setters, IIa.  
 Egg examiners, IIIa.  
 Elastic goring weavers, IVb.  
 Electrical apparatus makers, Vb9.  
 Electrical workers, Ia.  
 Electrical workers (cable splicers), Ia.  
 Electrical workers (linemen), XIe, XIIIc3.  
 Electrotypers, VIIc.  
 Elevator constructors, Ia.  
 Engine makers (steam), Va15.  
 Engineers (Amalgamated), Va.  
 Engineers (brewery employees), IIIb.  
 Engineers (dredge), XIc.



## INDEX TO CLASSIFICATION OF OCCUPATIONS — Continued.

- Engineers (hod-hoisting), Ia.  
 Engineers (hoisting and portable), Ia.  
 Engineers (marine), XIc.  
 Engineers (public employment), VIII.  
 Engineers (railroad), XIa.  
 Engineers (stationary), Vd.  
 Engineers (steam), XIIIc.  
 Enginemen (locomotive), XIa.  
 Engravers, Va.  
 Engravers (copper-plate, music, steel-plate), VIIc.  
 Excavators, Id.  
 Expressmen, XIb.  
  
 Fasteners or bolters, Vc.  
 Federal labor, VIII.  
 Felt workers (building), Ia.  
 Ferry employees, VIIIId.  
 Fibre workers, XIIIe.  
 Finishers (boot and shoe), IIa.  
 Finishers (brass), Vb5.  
 Finishers (hat and cap), IIc.  
 Finishers (wood), Ia.  
 Firemen (brewery employees), IIIB.  
 Firemen (locomotive), XIa.  
 Firemen (marine), XIc.  
 Firemen (public employment), VIIIId, VIIIe.  
 Firemen (railroad), XIa.  
 Firemen (stationary), Vd.  
 Fish handlers, IIIa6.  
 Fishermen, XIIIf.  
 Fixture fitters and hangers (electrical), Ia.  
 Flaggers, Ic.  
 Flange turners, Vc.  
 Flint glass workers, XIIIb1.  
 Floorlayers (parquet), Ia.  
 Florists, XIIIg.  
 Flour workers, IIIa.  
 Folders (bookbinders), VIIb.  
 Folders (cotton), Xb.  
 Food products, IIIa.  
 Forgers (cutlery), Va.  
 Forgers (knife), Va.  
 Foundry employees, Va.  
 Foundry laborers, Va.  
 Frame makers (picture), XIIId7.  
 Frame workers, Vc.  
 Freight and baggagemen (railroad), XIId.  
 Freight handlers, XIId.  
 Fur workers, IIc.  
 Furniture and carpet store employees, IXb.  
 Furniture packers, XIIId4.  
 Furniture polishers, XIIId4.  
  
 Gardeners, XIIIg.  
 Gardeners (park), VIIIId.  
 Garment workers, IIId.  
 Gasfitters, Ia.  
 Gasfitters' helpers, Ia.  
 Gas meter makers, Vb6.  
 Gas workers, XIIIc.  
 Gauge makers (pressure), Vb.  
 Gilders, Ia.  
  
 Gilders (book), VIIb.  
 Glass bevelers, embossers, polishers, and silverers, XIIIb1.  
 Glass bottle blowers, XIIIb3.  
 Glass workers (decorative flint glass, green glass, window glass), XIIIb1.  
 Glove cutters, IIIf.  
 Glove makers (leather), IIIf.  
 Glove makers (silk), IIIf.  
 Glue workers, XIIIa.  
 Gold beaters, Vb1.  
 Gold layers (book cover), VIIb.  
 Gold pen makers, Vb1.  
 Goodyear operators, IIa.  
 Grain counter workers, IIa.  
 Grain shovelers, XIb.  
 Granite cutters, Ib.  
 Granite polishers, Ib.  
 Grinders (table knife), Va.  
 Grocery clerks, IXb.  
  
 Hack drivers, XIb.  
 Hammer makers, Va7.  
 Hammer runners, Vc.  
 Hammermen, Vc.  
 Hand rubbers, Ib.  
 Hand workers (boot and shoe), IIa.  
 Hardwood finishers, Ia.  
 Harness makers, IV.  
 Hat blockers, cutters, finishers, lining makers, operators, packers, sweat band cutters, and trimmers, IIc.  
 Hat makers, IIc.  
 Hat tip printers, VIIb.  
 Hay and grain teamsters, XIb.  
 Heelers (boot and shoe), IIa.  
 Highway employees, VIII.  
 Hod carriers, Id.  
 Hoisting and portable engineers, Ia.  
 Holders on, Vc.  
 Horn, celluloid, comb, and novelty workers, IIb.  
 Horse-nail makers, Va3.  
 Horseshoers, Va3, Vb10.  
 Hospital employees, VIIb, VIIIId.  
 Hostlers, XIb.  
 Hot water fitters, Ia.  
 Hotel and restaurant employees, IXa.  
 Hotel porters, IXa.  
 House shorers and movers, Ia.  
 Housesmiths, Ia.  
 Hucksters, IXb.  
  
 Ice-cream salesmen and drivers, IXb.  
 Ice handlers, IIb, XIb.  
 Ice team drivers, XIb.  
 Industrial insurance employees, XIIIi.  
 Insulators (asbestos workers), Ia.  
 Interior freight handlers and warehousemen, XIId.  
 Interlocking switch and signalmen, XIa.  
 Iron molders, Va.  
 Iron molders' apprentices, Va.

## INDEX TO CLASSIFICATION OF OCCUPATIONS — Continued.

- Iron molders' helpers, Va.  
 Iron shipbuilders, Vc.  
 Iron workers (bridge and structural), Ia,  
     Va4.  
 Isinglass glue workers, XIIIa.  
  
 Jacket makers, IID.  
 Janitors (public buildings), VIII.  
 Jewelers, Vb.  
 Joiners, Ia.  
 Joiners (ship), Vc.  
  
 Knee-pants makers, IID.  
 Knife forgers, Va.  
 Knife grinders, Va.  
 Knit-goods cutters, Xd.  
 Knitters, Xd.  
  
 Laborers (agricultural), XIIIg.  
 Laborers (asphalt), Id.  
 Laborers (building), Id.  
 Laborers (cement), Id.  
 Laborers (foundry), Va.  
 Laborers (masons'), Id.  
 Laborers (plumbers'), Id.  
 Laborers (public employment), VIII.  
 Laborers (railroad), XIa.  
 Laborers (street), Id.  
 Lace curtain makers, Xf.  
 Lamplighters, VIIIId.  
 Lampmakers, Vb.  
 Last makers, XIIId.  
 Lasters, IIa.  
 Lasting machine operators, IIa.  
 Lathers, Ia.  
 Laundry workers, IIe.  
 Leather workers, IV.  
 Leather workers on horse goods, IVb.  
 Letter carriers, VIIIA.  
 Linemen, XIe, XIIIc3.  
 Lining makers (hat and cap), IIc.  
 Lithographers, VIIc.  
 Locomotive engineers, XIa.  
 Locomotive firemen, XIa.  
 Locomotive painters, XIa.  
 Locomotive pipe fitters, Vb10.  
 Loftmen, VIa.  
 Long chain beamers, Xb.  
 Longshoremen, XIc, XIId.  
 Loomfixers, Xb.  
 Lumber handlers, XIb.  
  
 Machine operators (boot and shoe), IIa.  
 Machine shop workers, Va3.  
 Machine stone workers and hand rubbers, Ib.  
 Machine wood workers, XIIId4.  
 Machinists, Va.  
 Machinists' apprentices, Va.  
 Mailers, VIIa.  
 Maintenance of way employees, XIa.  
 Malt liquors, IIIB.  
 Maltsters, IIIB.  
 Marble cutters, carvers, and setters, Ib.
- Marble cutters' helpers, Ib.  
 Marble polishers, rubbers, and sawyers, Ib.  
 Marblers (book), VIIb.  
 Marine cooks and stewards, XIc.  
 Marine engineers, XIc.  
 Marine firemen, XIc.  
 Market wagon drivers, XIb.  
 Masons, Ia.  
 Masons (cement), Ia.  
 Masons (stone), Ia.  
 Masons' laborers, Id.  
 Masters and pilots, XIc.  
 Mattress makers, XIIId4.  
 Meat cutters, IIIa6.  
 Mechanics (railroad building), XIa.  
 Messengers (transfer), XIe.  
 Metal buffers, platers, and polishers, Vb.  
 Metal ceiling erectors, Ia.  
 Metal lathers, Ia.  
 Metal painters, Va3.  
 Metal polishers, Vb3.  
 Metal spinners, Vb3.  
 Metal workers (sheet), Ia.  
 Meter makers (gas), Vb12e.  
 Milk bottlers and handlers, IIIa7.  
 Milk wagon drivers, XIb.  
 Millinery workers, IIc.  
 Millmen, XIIb.  
 Millwrights, XIIb.  
 Mineral water bottlers and drivers, IIIB.  
 Modelers, Ib.  
 Molders (brass), Vb5.  
 Molders (iron), Va.  
 Molders' apprentices (iron), Va.  
 Molders' helpers (iron), Va.  
 Mosaic workers (marble), Ib.  
 Motormen, XIa.  
 Motormen (iron works), Va3.  
 Movers (piano and furniture), XIb.  
 Moving picture operators, XIIIId.  
 Mule spinners, Xb.  
 Musicians, XIIIId.  
 Music engravers, VIIc.  
  
 Nappers, Xb.  
 Navigation, XIc.  
 Navy yard employees, VIIIA.  
 Neckwear cutters and makers, IIId2, IIId4.  
 Newsboys, IXb.  
 Newspaper writers, VIIa.  
 Novelty workers, IVa.  
  
 Operators (moving picture), XIIIId.  
 Optical workers, Vb12b.  
 Ore handlers, Va1.  
 Organ workers, XIIId9.  
 Overall workers, IIId1.  
 Oystermen, XIIIId.  
  
 Packers (boot and shoe), IIa.  
 Painters and decorators, Ia.  
 Painters (car and locomotive), XIa.  
 Painters (metal), Va3.

## INDEX TO CLASSIFICATION OF OCCUPATIONS — Continued.

- Painters (ship), Vc.  
 Painters (sign), Ia.  
 Pants makers, IId1.  
 Paper bag and box makers, VIb.  
 Paper cutters, VIa, VIIb.  
 Paperhangers, Ia.  
 Papermakers, VIa.  
 Paper rulers, VIIb.  
 Park employees, VIII.  
 Park gardeners, VIII.  
 Parquet floorlayers, Ia.  
 Pattern makers, Va17.  
 Pattern makers (ship), Vc.  
 Pavers and rammermen, Ic.  
 Paving block cutters, Ib.  
 Paving cutters, Ib.  
 Paving trades, Ic.  
 Pen makers (gold), Vb.  
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PART VII.

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CHANGES IN RATES OF WAGES

AND

HOURS OF LABOR.

1907.



## PART VII.

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# CHANGES IN RATES OF WAGES AND HOURS OF LABOR—1907.

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### INTRODUCTION.

For several years past the Bureau has kept on file the rates of wages paid to certain classes of employees in the larger cities in the State. Industrial agreements were also collected from trade unions and employers' associations and published in the Labor Bulletin. Reports of such changes in rates of wages and hours of labor as were made to the Bureau were published annually from 1893 to 1906. In 1907, however, the collection of these statistics, upon a more systematic and elaborate scale than hitherto, was attempted, and the results are given in this report. Absolute completeness could scarcely be expected short of a census of all employers of labor in the Commonwealth, and the expense of undertaking such an elaborate canvass annually makes it impracticable. It is believed, nevertheless, that the report as it stands records all of the important changes in rates of wages and hours of labor which took place in Massachusetts during the period under review (the year ending September 30, 1907), and that the statistics contained herein fairly reflect the condition of labor in the Commonwealth and illustrate the progressive movement in the several industries in so far as this is to be gauged from an upward or downward trend of wages and hours. Future reports may be expected to enhance the value of such a compilation since they will make possible comparisons of conditions as they may change from year to year.<sup>1</sup>

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<sup>1</sup> The sources of the information contained in this report were various. A portion of the force of the Bureau was employed during the year in examining the files of a large number of local newspapers as well as the periodical reports of employers' associations, trade unions, and the State Board of Conciliation and Arbitration, for the purpose of finding all references to changes in wages and hours of labor. The data obtained in this way are often incomplete

Rates of wages should not be confounded with weekly earnings. By rates of wages is meant the sum paid for a full week's work, no deduction being made for short time and no addition made for overtime. The statistics of wages in this report show the rise and fall in the recognized market price of a certain quantity and quality of labor, but they do not, and are not intended to, measure the rise and fall in the aggregate or average earnings of labor.

The earnings of employees are dependent not only on the rates of wages but on the extent of employment. While rates of wages may be the same in a good and bad year, the earnings of workmen will be very different. There is, however, a close connection between a rise in the rates of wages and a rise in earnings. An abundance of work and a scarcity of suitable employees serve to increase the rates and also to raise the earnings by increasing overtime and reducing irregularity of work. On the other hand, it is possible for too rapid a rise in rates of wages to diminish employment by increasing cost of production, and thus, ultimately, to decrease earnings. As a general rule, earnings and rates of wages tend to vary in the same direction, although earnings in most industries go up and down much more quickly than rates of wages, which generally show a certain degree of permanence.

A change in the rates of wages as used in this report is defined as a change in the weekly or hourly rate of remuneration of a certain class of employees, apart from any change in the nature of the work performed, or apart from any revision of rates due to the increased length of service or experience of the workingman.

The following classes of changes which, either from the point of view of the individual workingman or of the occupation generally, are liable to be confused with changes in the rates of wages are expressly excluded by the above definition:

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from a statistical point of view, but it enables the Bureau to approach the employers and employees or their representatives with a request for precise particulars. Schedules asking for the number and occupation of employees affected by the change, the rates of wages and hours of labor both before and after the change, and the method by which the change was effected, were sent out. When the returns came in they were carefully compared and the data, which were based on reports made by those best able to furnish the desired particulars, were tabulated. The statistics, therefore, are believed to be as accurate and complete as it is possible, under existing circumstances, to secure. The assistance rendered, both by employers and trade union officials, was most valuable, and, indeed, essential to the results obtained.

(1) Changes in average earnings in an occupation which are due to alterations in the proportions which the higher and lower paid classes of employees bear to each other. Such changes come about silently and almost unobserved, and are not, as a rule, matters for negotiation or agreement between employers and employees. Moreover, such changes do not admit of comparative statement, since the earnings compared are not those of persons performing the same class of work.

(2) Changes in the rates of pay for individuals due to promotions, or progressive increments of wages. In some occupations (for example street railway employees) the rates of pay of various classes of employees are regulated by scales. The rates of pay, therefore, of individuals may be continually altering. Such internal changes, however, are not to be regarded as real changes in the rates of wages so long as the limits of the scales for each class of employees remain unaltered for work of the same kind.

(3) Purely seasonal changes in weekly wages which regularly occur at certain periods of the year in certain occupations. The change, as a rule, is accompanied by a change of hours of labor for the summer and winter months respectively, and merely represents the effect on weekly wages of this change of hours, the hourly rate of pay remaining the same. A good example of a recognized seasonal change of this kind is afforded by the building trades.

(4) Changes in the terms of employment which merely provide for extra compensation for extra work. A good example is afforded by some of the minor readjustments of piece-price lists such as those governing the boot and shoe industry. A similar class of changes is the reduction of piece-prices for work performed by particular operatives in consideration of extra assistance provided either by other operatives or by machinery.

In the present report a number of small changes affecting less than five employees in each case, are not included. Changes in piece-prices for making particular classes of goods, known to have but a small effect on weekly earnings, but the exact amount of which could not be computed, have also been omitted.



## GENERAL REPORT.

The changes in the rates of wages during the year ending September 30, 1907, resulted in net increases in all branches of occupations. Altogether, 176,510 employees<sup>1</sup> had their rates of wages increased during the year, and of this number 85,731 employees had their rates of wages increased twice. The increases in the cases of 173,621,<sup>2</sup> or 98.36 per cent of the total, were granted *without strike*, and amounted to \$190,845.76 weekly, or an average of \$1.10 a week over what had been the prevailing rate. The employees who obtained increases *after strike* numbered 3,209 and they obtained an average weekly increase of \$0.88, the increase granted both without and after strike aggregating \$193,662.52. Decreases in rates of wages were reported only in 319 instances and aggregated \$220.31 weekly, or an average of \$0.69 a week. The net result of all the changes in the rates of wages was an increase of \$193,442.21 a week, or an average increase of \$1.09 a week for each employee affected. Of the 176,510 employees whose wages were increased, 117,734, or 66.70 per cent, were employed in the textile industry; 28,693, or 16.26 per cent, were employed in transportation occupations; and 14,324, or 8.12 per cent, were employed in the building trades. When we come to consider changes in the hours for the period under review it appears that the week was shortened for 26,244 workers and lengthened for 298,—the changes not including mere temporary alterations in working hours due to changes in the state of business. The total weekly decrease in the number of working hours aggregated 106,286.5, while the total increase aggregated 2,525. Thus the net effect of all the changes was a reduction of 103,761.5 hours in the weekly working time of the employees affected, or an average of 3.9 hours a week for each employee.

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<sup>1</sup> It should be noted that in these figures no account has been taken of strikes for increased wages that failed or of threatened strikes or lockouts that may have influenced the changes in wages made.

<sup>2</sup> Three hundred and twenty employees who received two increases, one voluntary and one as a result of strike, have been included under both methods, but have been counted only once in the totals.

Of the 26,244 employees who received reductions in their weekly hours of labor, 25,953 were granted reductions, *without strike*, amounting to 104,632.5 hours, or an average of four hours a week for each employee affected; while 291 employees were granted reductions in weekly hours of labor, *as result of strike*, amounting to 1,654 hours, or an average of 5.7 hours a week for each employee affected.

Of the employees whose hours were reduced, 14,453, or 55.14 per cent, were in the metals, machinery, and shipbuilding industries; 3,295, or 12.57 per cent, were employed in occupations connected with the preparation of food, liquors, and tobacco; and 2,014, or 7.68 per cent, were employed in miscellaneous occupations.

These figures, showing the overwhelming proportion of workmen whose conditions of employment were bettered without resort to strikes, so far as rates of wages and hours of labor are concerned, are, indeed, significant. But a further classification brings out other facts, no less interesting, bearing upon the methods by which the advantages in question were brought about. Thus, in the matter of wages, it appears that of the 173,621 employees whose rates of wages were increased without strike, the increases were voluntarily granted by the employers in 104,526 of the cases, or 60.20 per cent of the number reported as having been effected without strike. The trade unions were directly instrumental in effecting, by request, increases in rates for 51,881 employees, or 29.88 per cent, while 12,736, or 7.34 per cent of individual employees or groups other than trade unionists, secured increases. In the case of the remainder, 6,570, or 3.78 per cent, the increases were granted by arbitration without cessation of work. In the case of the 3,209 employees who obtained increases after a strike the change was effected by mutual agreement between employers and unorganized employees in 1,666 cases, while in 1,355 cases the increases were obtained by mutual agreement between employers and trade unions; in 188 cases the dispute was settled by arbitration after a strike.

It thus appears that by far the greater number of employees who received increases, either without strike or as a result of

a strike, did not obtain the same through affiliation with or the influence of trade unions. But it is worthy of note, on the other hand, that those who were assisted by the trade unions, whether without strike or through the intervention of a strike, procured much larger increases than those who were unable to rely upon such influence; for, while employers granted voluntarily increases in rates of wages to 104,526 employees and granted increases at the requests of trade unions to only 51,881 employees, the increases of the former class amounted on the average a week to \$0.90 while in the latter cases they amounted to an average of \$1.40 a week. Similarly, the increases obtained by employees not acting through trade unions amounted to an average of \$1.17 a week, — or less than was obtained by the trade unionists but more than was granted voluntarily. Where increases were granted after strikes had occurred, the average weekly increase obtained by employees who were presumably unorganized was \$0.66, as against an average weekly increase of \$1.13 in cases where the employees were organized. It is also to be noted that in the 6,570 cases settled by arbitration, and which resulted in an average weekly increase of \$1.32, an increase had been petitioned for by labor organizations in the first instance.

With respect to the reductions in the hours of labor where no strike occurred, a similar though not quite so marked a condition is observed. Thus, of the 25,953 employees whose hours of labor were reduced without strike, the reductions in the cases of 17,634 were granted voluntarily, the average weekly decrease being 2.7 hours, while in the cases of the 4,709 employees whose hours were reduced at the request of trade unions, the reduction amounted to an average a week of 7.5; and in the case of 3,559 employees whose hours were reduced at their own request, but apparently without the intervention of the unions, the reduction amounted to an average of 6 hours a week. In the case of reductions after strikes, however, it appears that the employees who did not have the benefit of trade union intermediation fared slightly better, on the average, as individuals, than did the trade unionists. There were 40 of these who secured an average weekly decrease of 6 hours, while

the 251 trade unionists who secured a reduction in hours by mutual agreement with their employers after a strike obtained an average weekly decrease of 5.6 hours.

The data, above summarized with respect to changes in rates of wages and hours of labor, are set forth in tabular form on the pages immediately following (564-568).

Table I—Changes in RATES

	INDUSTRIES.	INCREASES		
		Number of Employees Affected	Total Weekly Increase	Average Weekly In- crease
1	<b>Building and Stone Working,</b>	<b>14,324</b>	<b>\$21,282.89</b>	<b>\$1.49</b>
2	Building trades, . . . . .	13,652	20,146.31	1.48
3	Stone working, . . . . .	265	283.56	1.07
4	Paving, . . . . .	6	14.40	2.40
5	Building and street labor, . . . . .	401	838.62	2.09
6	<b>Clothing,</b>	<b>1,889</b>	<b>2,235.56</b>	<b>1.18</b>
7	Boots and shoes, . . . . .	1,784	2,057.06	1.15
8	Hats, caps, and furs, . . . . .	52	104.00	2.00
9	Garments, . . . . .	42	63.50	1.51
10	Shirts, collars, and laundry, . . . . .	11	11.00	1.00
11	<b>Food, Liquors, and Tobacco,</b>	<b>691</b>	<b>727.50</b>	<b>1.05</b>
12	Food, . . . . .	37	55.50	1.50
13	Liquors, . . . . .	104	122.00	1.17
14	Tobacco, . . . . .	550	550.00	1.00
15	<b>Leather and Rubber Goods,</b>	<b>307</b>	<b>287.68</b>	<b>0.94</b>
16	Leather, . . . . .	100	100.00	1.00
17	Rubber goods, . . . . .	207	187.68	0.91
18	<b>Metals, Machinery, and Ship- building,</b>	<b>4,345</b>	<b>4,046.86</b>	<b>0.93</b>
19	Iron and steel manufacture, . . . . .	3,629	3,364.64	0.93
20	Miscellaneous metal trades, . . . . .	404	319.04	0.79
21	Shipbuilding, . . . . .	114	112.38	0.99
22	Stationary enginemmen, . . . . .	198	250.80	1.27
23	<b>Paper and Paper Goods,</b>	<b>131</b>	<b>81.95</b>	<b>0.63</b>
24	Paper, . . . . .	131	81.95	0.63
25	<b>Printing and Allied Trades,</b>	<b>1,123</b>	<b>1,143.50</b>	<b>1.02</b>
26	<b>Public Employment,</b>	<b>6,713</b>	<b>9,196.39</b>	<b>1.37</b>
27	Government employees, . . . . .	2,419	2,595.93	1.07
28	State employees, . . . . .	674	1,294.22	1.92
29	City employees, . . . . .	3,504	5,141.84	1.47
30	Town employees, . . . . .	116	164.40	1.42
31	<b>Textiles,</b>	<b>117,734</b>	<b>128,522.44</b>	<b>1.09</b>
32	Bleaching, dyeing, and printing, . . . . .	623	413.46	0.66
33	Cotton goods, . . . . .	100,609	117,302.85	1.17
34	Flax, hemp, and jute goods, . . . . .	597	399.40	0.67
35	Hosiery and knit goods, . . . . .	4,082	3,314.62	0.81
36	Woolen and worsted goods, . . . . .	11,823	7,092.11	0.60
37	<b>Transportation,</b>	<b>28,693</b>	<b>25,363.86</b>	<b>0.88</b>
38	Railroads, . . . . .	25,649	20,668.39	0.81
39	Teaming, . . . . .	2,274	3,566.91	1.57
40	Navigation, . . . . .	216	324.00	1.50
41	Telegraphs, . . . . .	554	804.56	1.45
42	<b>Woodworking and Furniture,</b>	<b>263</b>	<b>461.60</b>	<b>1.76</b>
43	Planing mill products, . . . . .	53	53.00	1.00
44	Cooperage, . . . . .	210	408.60	1.95
45	<b>Miscellaneous,</b>	<b>297</b>	<b>312.29</b>	<b>1.06</b>
46	Barbering, . . . . .	109	170.00	1.56
47	Chemicals, . . . . .	125	75.00	0.60
48	Theatres and music, . . . . .	26	56.00	2.15
49	Water, light, and power, . . . . .	37	11.29	0.31
50	<b>ALL INDUSTRIES,</b>	<b>176,510</b>	<b>\$193,662.52</b>	<b>\$1.10</b>



## OF WAGES, by Industries.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	
93	\$11.82	\$0.13	14,417	\$21,271.07	\$1.48	1
26	7.80	0.30	13,678	20,138.51	1.47	2
-	-	-	265	283.56	1.07	3
-	-	-	6	14.40	2.40	4
67	4.02	0.06	468	834.60	1.78	5
-	-	-	1,889	2,235.56	1.18	6
-	-	-	1,784	2,057.06	1.15	7
-	-	-	52	104.00	2.00	8
-	-	-	42	63.50	1.51	9
-	-	-	11	11.00	1.00	10
-	-	-	691	727.50	1.05	11
-	-	-	37	55.50	1.50	12
-	-	-	104	122.00	1.17	13
-	-	-	550	550.00	1.00	14
-	-	-	307	287.68	0.94	15
-	-	-	100	100.00	1.00	16
-	-	-	207	187.68	0.91	17
-	-	-	4,345	4,046.86	0.93	18
-	-	-	3,629	3,364.64	0.93	19
-	-	-	404	319.04	0.79	20
-	-	-	114	112.38	0.99	21
-	-	-	198	250.80	1.27	22
-	-	-	131	81.95	0.63	23
-	-	-	131	81.95	0.63	24
-	-	-	1,123	1,143.50	1.02	25
29	23.65	0.82	6,742	9,172.74	1.36	26
10	20.10	2.01	2,429	2,575.83	1.06	27
19	3.55	.19	693	1,290.67	1.86	28
-	-	-	3,504	5,141.84	1.47	29
-	-	-	116	164.40	1.42	30
2	2.32	1.16	117,736	128,520.12	1.09	31
2	2.32	1.16	625	411.14	0.66	32
-	-	-	100,609	117,302.85	1.17	33
-	-	-	597	399.40	0.67	34
-	-	-	4,082	3,314.62	0.81	35
-	-	-	11,823	7,092.11	0.60	36
195	182.52	0.94	28,888	25,181.34	0.87	37
195	182.52	0.94	25,844	20,485.87	0.79	38
-	-	-	2,274	3,566.91	1.57	39
-	-	-	216	324.00	1.50	40
-	-	-	554	804.56	1.45	41
-	-	-	263	461.60	1.76	42
-	-	-	53	53.00	1.00	43
-	-	-	210	408.60	1.95	44
-	-	-	297	312.29	1.06	45
-	-	-	109	170.00	1.56	46
-	-	-	125	75.00	0.60	47
-	-	-	26	56.00	2.15	48
-	-	-	37	11.29	0.31	49
319	\$220.31	\$0.69	176,829	\$193,442.21	\$1.09	50

Table II — Reduction in Weekly HOURS OF LABOR, by Industries.

OCCUPATIONS.	Number of Employees Affected	Total Weekly De- crease	Average Weekly De- crease
<b>Building and Stone Working,</b> . . . .	<b>1,020</b>	<b>5,520</b>	<b>5.4</b>
Building trades, . . . . .	877	4,662	5.3
Building and street labor, . . . . .	143	858	6.0
<b>Clothing,</b> . . . . .	<b>769</b>	<b>3,170</b>	<b>4.1</b>
Boots and shoes, . . . . .	706	2,970	4.2
Hats, caps, and furs, . . . . .	52	156	3.0
Shirts, collars, and laundry, . . . . .	11	44	4.0
<b>Food, Liquors, and Tobacco,</b> . . . .	<b>3,295</b>	<b>19,770</b>	<b>6.0</b>
Food, . . . . .	3,150	18,900	6.0
Liquors, . . . . .	145	870	6.0
<b>Leather and Rubber Goods,</b> . . . .	<b>1,750</b>	<b>9,880</b>	<b>5.6</b>
Rubber goods, . . . . .	1,750	9,880	5.6
<b>Metals, Machinery, and Shipbuilding,</b> .	<b>14,453</b>	<b>25,779</b>	<b>1.8</b>
Iron and steel manufacture, . . . . .	2,129	6,486	3.0
Miscellaneous metal trades, . . . . .	12,236	18,531	1.5
Shipbuilding, . . . . .	75	450	6.0
Stationary enginemmen, . . . . .	13	312	24.0
<b>Paper and Paper Goods,</b> . . . . .	<b>335</b>	<b>6,236</b>	<b>18.6</b>
Paper, . . . . .	335	6,236	18.6
<b>Printing and Publishing,</b> . . . . .	<b>401</b>	<b>2,406</b>	<b>6.0</b>
Book binding and blank book making, .	401	2,406	6.0
<b>Public Employment,</b> . . . . .	<b>1,093</b>	<b>6,920</b>	<b>6.3</b>
State, . . . . .	983	6,040	6.1
City, . . . . .	110	880	8.0
<b>Textiles,</b> . . . . .	<b>245</b>	<b>619</b>	<b>2.5</b>
Cotton goods, . . . . .	86	211	2.5
Woolen and worsted goods, . . . . .	159	408	2.6
<b>Transportation,</b> . . . . .	<b>775</b>	<b>3,900</b>	<b>5.0</b>
Teaming, . . . . .	775	3,900	5.0
<b>Woodworking and Furniture,</b> . . . .	<b>62</b>	<b>264</b>	<b>4.3</b>
Wood turning and carving, . . . . .	62	264	4.3
<b>Miscellaneous,</b> . . . . .	<b>2,014</b>	<b>21,438.5</b>	<b>10.6</b>
Barbers, . . . . .	1,864	20,511	11.0
Chemicals, . . . . .	105	577.5	5.5
Water, light, and power, . . . . .	45	350	7.8
ALL INDUSTRIES, . . . . .	26,212	105,902.5	4.0

Table III — Increases in Weekly HOURS OF LABOR, by Industries.

OCCUPATIONS.	Number of Employees Affected	Total Weekly Increase	Average Weekly In- crease
<b>Metals, Machinery, and Shipbuilding,</b> .	<b>250</b>	<b>2,000</b>	<b>8.0</b>
Iron and steel manufacture, . . . . .	250	2,000	8.0
<b>Public Employment,</b> . . . . .	<b>16</b>	<b>141</b>	<b>8.8</b>
State employees, . . . . .	16	141	8.8
TOTALS, . . . . .	266	2,141	8.0

Table IV—Methods by which Changes in RATES OF WAGES were Arranged.

METHODS.	INCREASES			DECREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
<b>Without Strike,</b> . . .	<b>173,621</b>	<b>\$190,845.76</b>	<b>\$1.10</b>	<b>231</b>	<b>\$209.99</b>	<b>\$0.91</b>
At request of employees, . . .	12,736	14,875.47	1.17	4	3.08	0.77
At request of trade union, . . .	51,881	72,826.87	1.40	5	1.50	0.30
By arbitration, . . .	6,570	8,674.16	1.32	—	—	—
Voluntary, . . .	104,526	94,469.26	0.90	222	205.41	0.93
<b>After Strike,</b> . . .	<b>3,209</b>	<b>2,816.76</b>	<b>0.88</b>	<b>88</b>	<b>10.32</b>	<b>0.12</b>
By mutual agreement between employers and employees, . . .	1,666	1,099.72	0.66	—	—	—
By mutual agreement between employers and trade union, . . .	1,355	1,530.16	1.13	88	10.32	0.12
By arbitration, . . .	188	186.88	0.99	—	—	—
<b>TOTALS,</b> . . .	<b>176,510</b>	<b>\$193,662.52</b>	<b>1.10</b>	<b>319</b>	<b>\$220.31</b>	<b>\$0.69</b>

<sup>1</sup> There were 2,092 employees in the textile industry who received two increases during the year, one being voluntary and the other at the request of employees; they have been included under both methods, but have been counted but once in the total number of employees who received increases without strike; 320 employees received voluntary increases and increases after strike by mutual agreement between employers and employees. These have been counted under both methods, but have been counted only once in the total number of employees who received increases.

Table V—Methods by which Changes in HOURS OF LABOR were Arranged.

METHODS.	REDUCTIONS			INCREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
<b>Without Strike,</b> . . .	<b>25,953</b>	<b>104,632.5</b>	<b>4.0</b>	<b>48</b>	<b>525</b>	<b>10.9</b>
At request of employees, . . .	3,559	21,351	6.0	—	—	—
At request of trade union, . . .	<sup>1</sup> 4,709	35,127	7.5	—	—	—
By arbitration, . . .	51	740	14.5	—	—	—
Voluntary, . . .	17,634	47,414.5	2.7	<sup>1</sup> 48	525	10.9
<b>After Strike,</b> . . .	<b>291</b>	<b>1,654</b>	<b>5.7</b>	<b>250</b>	<b>2,000</b>	<b>8.0</b>
By mutual agreement between employers and employees, . . .	40	240	6.0	250	2,000	8.0
By mutual agreement between employers and trade unions, . . .	251	1,414	5.6	—	—	—
By arbitration, . . .	—	—	—	—	—	—
<b>TOTALS,</b> . . .	<b><sup>1</sup> 26,244</b>	<b><sup>1</sup> 106,286.5</b>	<b>4.1</b>	<b><sup>1</sup> 298</b>	<b><sup>1</sup> 2,525</b>	<b>8.5</b>

<sup>1</sup> Thirty-two teamsters received decrease of 384 hours at request of trade union; later they received voluntary increase of same number of hours. Totals exceed net totals of table of increases and decreases by 64 employees and 768 hours.

Table VI—Changes in RATES OF WAGES, Classified by Amounts of Changes.

AMOUNTS OF CHANGES IN WEEKLY WAGES.	NUMBER OF EMPLOYEES WHOSE WEEKLY WAGES WERE —	
	Increased	Decreased
Less than 25 cents, . . . . .	1,067	111
25 cents but less than 50 cents, . . . . .	19,951	44
50 cents but less than 75 cents, . . . . .	30,894	1
75 cents but less than \$1, <sup>1</sup> . . . . .	37,843	—
\$1 but less than \$1.25, . . . . .	16,525	153
\$1.25 but less than \$1.50, . . . . .	25,042	—
\$1.50 but less than \$1.75, . . . . .	24,297	6
\$1.75 but less than \$2, . . . . .	11,852	—
\$2 but less than \$2.25, . . . . .	3,386	1
\$2.25 but less than \$2.50, . . . . .	3,093	—
\$2.50 but less than \$2.75, . . . . .	77	—
\$2.75 but less than \$3, . . . . .	64	—
\$3 but less than \$3.25, . . . . .	2,063	3
\$3.25 but less than \$3.50, . . . . .	1	—
\$3.50 but less than \$3.75, . . . . .	207	—
\$3.75 but less than \$4, . . . . .	10	—
\$4 but less than \$4.50, . . . . .	72	—
\$4.50 but less than \$5, . . . . .	24	—
\$5 and over, . . . . .	42	—
TOTALS, . . . . .	176,510	319

<sup>1</sup> Does not include 32 employees who received increase and later same decrease.

Table VII—Changes in HOURS OF LABOR, Classified by Amounts of Changes.

AMOUNTS OF CHANGES IN WEEKLY HOURS OF LABOR.	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS WERE —	
	Reduced	Increased
Less than one hour, . . . . .	—	—
One hour, . . . . .	10,000	—
Two hours, . . . . .	182	—
Three hours, . . . . .	2,763	—
Four hours, . . . . .	2,762	—
Five hours, . . . . .	1,270	—
Six hours, . . . . .	6,842	1
Seven hours, . . . . .	—	—
Eight hours, . . . . .	166	250
Nine hours, . . . . .	—	15
Ten hours, . . . . .	—	—
More than ten hours, . . . . .	2,227	—
TOTALS, . . . . .	26,212	266

## DETAILED REPORT.

## BY GROUPS OF INDUSTRIES.

In the preceding General Report, changes in rates of wages and hours of labor have been dealt with as a whole. For the convenience, however, of those who are especially interested in particular industries the more important facts concerning changes in these industries have been brought together in the following sections of this report.

## I. BUILDING AND STONE WORKING.

## A. BUILDING TRADES.

*Table VIII — Changes in Rates of Wages.*

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Artificial stone (cement) workers, . . .	81	\$50.88	\$0.63
Bricklayers, masons, and plasterers, . . .	1,078	2,305.60	2.14
Carpenters, . . . . .	8,998	12,674.19	1.41
Carpenters (wharf and bridge), . . . .	225	675.00	3.00
Electrical workers, . . . . .	60	72.00	1.20
Elevator constructors, . . . . .	105	148.50	1.41
Bridge and structural iron workers, . . .	40	120.00	3.00
Lathers, . . . . .	168	435.06	2.59
Painters, decorators, and paperhangers, .	2,053	2,538.88	1.24
Plumbers, . . . . .	446	298.44	0.67
Roofers, . . . . .	239	394.50	1.65
Sheet metal workers, . . . . .	25	37.50	1.50
Steamfitters' helpers, . . . . .	90	270.00	3.00
Tinsmiths, . . . . .	44	125.76	2.86
ALL OCCUPATIONS, . . . . .	13,652	\$20,146.31	1.48

*Table VIII — Changes in Rates of Wages — Concluded.*

OCCUPATIONS.	NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Artificial stone (cement) workers, . . .	<sup>1</sup> 107	<sup>1</sup> \$43.08	<sup>1</sup> \$0.40
Bricklayers, masons, and plasterers, . . .	1,078	2,305.60	2.14
Carpenters, . . . . .	8,998	12,674.19	1.41
Carpenters (wharf and bridge), . . . .	225	675.00	3.00
Electrical workers, . . . . .	60	72.00	1.20
Elevator constructors, . . . . .	105	148.50	1.41
Bridge and structural iron workers, . . .	40	120.00	3.00
Lathers, . . . . .	168	435.06	2.59
Painters, decorators, and paperhangers, .	2,053	2,538.88	1.24
Plumbers, . . . . .	446	298.44	0.67
Roofers, . . . . .	239	394.50	1.65
Sheet metal workers, . . . . .	25	37.50	1.50
Steamfitters' helpers, . . . . .	90	270.00	3.00
Tinsmiths, . . . . .	44	125.76	2.86
ALL OCCUPATIONS, . . . . .	13,678	\$20,138.51	\$1.47

<sup>1</sup> Twenty-six artificial stone (cement) workers received reductions in wages amounting to \$7.80, or an average of 30 cents a week.



*Changes in Rates of Wages.* During the year 1907 the total number of employees in the building trades whose wages were changed was 13,678. Of these employees, 13,652, or 99.82 per cent, received increases in their weekly wages amounting to \$20,146.31, or an average of \$1.48 a week for each employee; while 26 sustained decreases amounting to \$7.80, or an average of 30 cents a week for each employee. The computed net amount of change in the weekly wages of the employees affected was thus an increase of \$20,138.51, or an average of \$1.47 a week for each employee.

Of the 13,652 employees receiving increases in wages, 8,998, or 65.91 per cent, were carpenters who received increases amounting to \$12,674.19, or an average increase of \$1.41 a week for each carpenter; 2,053, or 15.04 per cent, were painters, decorators, and paperhangers, who received increases in weekly wages amounting to \$2,538.88, or an average increase of \$1.24 a week for each employee affected; 1,078, or 7.90 per cent, were bricklayers, masons, and plasterers, who received increases in weekly wages amounting to \$2,305.60, or an average increase of \$2.14 a week for each employee affected; and 446, or 3.27 per cent, were plumbers who received increases in weekly wages amounting to \$298.44, or an average increase of 67 cents a week for each plumber.

Ninety steamfitters' helpers received increases in weekly wages amounting to \$270, or an average of \$3 a week for each steamfitter's helper; 40 bridge and structural iron workers received increases amounting to \$120, or an average of \$3 a week for each bridge and structural iron worker; 44 tinsmiths received increases in weekly wages amounting to \$125.76, or an average of \$2.86 a week for each tinsmith; and 168 lathers received increases in weekly wages amounting to \$435.06, or an average of \$2.59 a week for each lather.

The only employees in the building trades who sustained decreases in rates of weekly wages were 26 artificial stone (cement) workers, who received decreases amounting to \$7.80, or an average of 30 cents a week for each employee. These workers, however, while sustaining reductions in weekly wages received a reduction in weekly hours of labor amounting to 156 hours, or an average of six hours a week for each worker.

Table IX — *Increases in Rates of Wages Granted without Strike and after Strike.*

OCCUPATIONS.	WITHOUT STRIKE			AFTER STRIKE		
	Number of Em- ployees Affected	Total Weekly Increase	Average Weekly Increase	Number of Em- ployees Affected	Total Weekly Increase	Average Weekly Increase
Artificial stone (cement) work- ers, . . . . .	44	\$21.12	\$0.48	37	\$29.76	\$0.80
Bricklayers, masons, and plas- terers, . . . . .	678	1,425.60	2.10	—	—	—
Plasterers, . . . . .	400	880.00	2.20	—	—	—
Carpenters, . . . . .	8,963	12,627.99	1.41	35	46.20	1.32
Carpenters (wharf and bridge),	225	675.00	3.00	—	—	—
Electrical workers, . . .	60	72.00	1.20	—	—	—
Elevator constructors, . .	105	148.50	1.41	—	—	—
Bridge and structural iron workers, . . . . .	40	120.00	3.00	—	—	—
Lathers, . . . . .	168	435.06	2.59	—	—	—
Painters, decorators, and paper- hangers, . . . . .	1,973	2,418.88	1.23	—	—	—
Painters, . . . . .	80	120.00	1.50	—	—	—
Plumbers, . . . . .	402	232.44	0.58	44	66.00	1.50
Steamfitters' helpers, . .	90	270.00	3.00	—	—	—
Roofers, . . . . .	215	322.50	1.50	24	72.00	3.00
Sheet metal workers, . .	25	37.50	1.50	—	—	—
Tinsmiths, . . . . .	44	125.76	2.86	—	—	—
TOTALS, . . . . .	13,512	\$19,932.35	\$1.48	140	\$213.96	\$1.53

Of the 13,652 employees who received increases in weekly wages, 13,512 employees, or 98.97 per cent, received increases without striking, amounting to \$19,932.35, or an average of \$1.48 a week for each employee, while 140 employees, or 1.03 per cent, received increases in weekly wages, after striking, amounting to \$213.96, or an average of \$1.53 a week for each employee.

Table X—Increase in Rates of Wages Obtained at the Request of Employees with the Aid of Labor Organizations and without.

OCCUPATIONS.	AT REQUEST OF EMPLOYEES					
	WITH AID OF LABOR ORGANIZATIONS			WITHOUT AID OF LABOR ORGANIZATIONS		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Artificial stone (cement) workers,	44	\$21.12	\$0.48	—	—	—
Bricklayers, masons, and plasterers,	815	1,990.00	2.44	—	—	—
Bridge and structural iron workers,	40	120.00	3.00	—	—	—
Carpenters,	2,963	4,707.99	1.59	—	—	—
Carpenters (wharf and bridge),	225	675.00	3.00	—	—	—
Electrical workers,	60	72.00	1.20	—	—	—
Elevator constructors,	105	148.50	1.41	—	—	—
Lathers,	168	435.06	2.59	—	—	—
Painters, decorators, and paper-hangers,	2,029	2,502.88	1.23	24	\$36.00	\$1.50
Plumbers,	390	195.00	0.50	—	—	—
Steamfitters' helpers,	90	270.00	3.00	—	—	—
Roofers,	215	322.50	1.50	—	—	—
Tinsmiths,	40	120.00	3.00	—	—	—
TOTALS, . . . . .	7,184	\$11,580.05	\$1.61	24	\$36.00	\$1.50

In the building trades there were only 24 employees (painters) who received increases upon their own requests without aid of any labor organization. The total weekly increase for these 24 employees amounted to \$36, or an average of \$1.50 a week for each employee. There were 7,184 employees who received increases through the aid of trade unions amounting to \$11,580.05, or an average of \$1.61 a week for each employee.

Table XI—Increases in Rates of Wages Resulting from Arbitration and Voluntary Action.

OCCUPATIONS.	ARBITRATION			VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Bricklayers, masons, and plasterers,	263	\$315.60	\$1.20	—	—	—
Carpenters,	6,000	7,920.00	1.32	—	—	—
Plumbers,	—	—	—	12	\$37.44	\$3.12
Sheet metal workers,	25	37.50	1.50	—	—	—
Tinsmiths,	—	—	—	1	5.76	1.44
TOTALS, . . . . .	6,288	\$8,273.10	\$1.32	16	\$43.20	\$2.70

There were also 6,288 employees who received increases through arbitration amounting to \$8,273.10 a week, or an

average of \$1.32 for each employee. These latter employees were all union men, and it was through the efforts of the organizations to which they belonged that they were able to secure increases in wages.

*Table XII — Reductions in Weekly Hours of Labor.*

OCCUPATIONS.	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Artificial stone (cement) workers, . . . . .	107	642	6.0
Bridge and structural iron workers, . . . . .	40	240	6.0
Carpenters, . . . . .	180	1,080	6.0
Carpenters (wharf and bridge), . . . . .	60	360	6.0
Painters, decorators, and paperhangers, . . . . .	149	894	6.0
Plumbers, . . . . .	312	1,272	4.1
Tinsmiths, . . . . .	29	174	6.0
TOTALS, . . . . .	877	4,662	5.3

*Changes in Hours of Labor.* The number of employees whose weekly hours were reduced during 1907 was 877. No instances were reported of employees having their hours increased. The reductions amounted to 4,662 hours a week, or an average of 5.3 hours a week for each employee.

Of the 877 employees whose hours were reduced, 312, or 35.58 per cent, were plumbers; 149, or 17 per cent, were painters, decorators, and paperhangers; 107, or 12.20 per cent, were artificial stone (cement) workers; and 180, or 20.52 per cent, were carpenters. The 312 plumbers includes 300 in Boston.

*Table XIII — Reductions in Weekly Hours of Labor Effected without Strike and after Strike.*

OCCUPATIONS.	REDUCTIONS EFFECTED —				Number of Employees who Obtained the Eight- hour Day
	WITHOUT STRIKE		AFTER STRIKE		
	Number of Employees Affected	Total Number of Hours	Number of Employees Affected	Total Number of Hours	
Artificial stone (cement) workers, . .	49	294	58	348	107
Carpenters, . . . . .	180	1,080	—	—	180
Carpenters (wharf and bridge), . . .	60	360	—	—	60
Bridge and structural iron workers, . .	40	240	—	—	40
Painters, decorators, and paperhangers, .	128	768	21	126	149
Plumbers, . . . . .	312	1,272	—	—	12
Tinsmiths, . . . . .	29	174	—	—	29
TOTALS, . . . . .	798	4,188	79	474	577



Of the 877 employees whose hours were reduced, 798 obtained the reduction without striking, the reduction amounting to 4,188 hours a week, or an average of 5.25 hours a week for each employee; 79 obtained reductions, after striking, and with the aid of labor organizations, amounting to 474 hours a week, or an average of six hours a week for each employee.

There were 577 employees who obtained the eight-hour day. Of this number 180 were carpenters; 149 were painters, decorators, and paperhangers; 107 were artificial stone (cement) workers; 60 were wharf and bridge carpenters; 40 were bridge and structural iron workers; 29 were tinsmiths; and 12 were plumbers.

*Table XIV — Reductions in Weekly Hours of Labor Granted without Cessation of Work.*

OCCUPATIONS.	AT REQUEST OF EMPLOYEES				VOLUNTARY	
	WITHOUT AID OF LA- BOR ORGANIZATIONS		WITH AID OF LABOR ORGANIZATIONS			
	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease
Artificial stone (cement) work- ers, . . . . .	—	—	49	294	—	—
Bridge and structural iron workers, . . . . .	—	—	40	240	—	—
Carpenters, . . . . .	—	—	180	1,080	—	—
Carpenters (wharf and bridge), Painters, decorators, and paper- hangers, . . . . .	—	—	60	360	—	—
Plumbers, . . . . .	—	—	80	480	48	288
Tinsmiths, . . . . .	—	—	300	1,200	12	72
TOTALS, . . . . .	25	150	—	—	4	24
TOTALS, . . . . .	25	150	709	3,654	64	384

Altogether 788 employees received reductions in hours of labor, with the aid of labor organizations, amounting to 4,128 a week, or an average of 5.24 hours a week for each employee. Of this number 709 received reductions without strike and 79 were granted the decrease after strike. There were 89 employees who received decreases in hours of labor of six a week without the aid of labor organizations. Of the 89 employees who received reductions in hours without the aid of labor organizations, 64 received voluntary decreases, and 25 received reductions upon their own request.



## B. STONE WORKING TRADES.

*Changes in Rates of Wages.* During the year 1907, 265 granite cutters had their rates of wages increased, the weekly increase aggregating \$283.56, or an average of \$1.07 a week for each granite cutter.

Thirty-eight granite cutters received increases in weekly wages, without cessation of work, amounting to \$57, or an average of \$1.50 a week for each employee, while 227 cutters received increases, after striking, amounting to \$226.56, or an average of 99.8 cents a week for each employee. All the increases granted to granite cutters were obtained with the aid of labor organizations.

## C. PAVING TRADES.

*Changes in Rates of Wages.* Six granolithic workers obtained increases in rates of wages aggregating \$14.40, or an average of \$2.40 a week for each employee, through the aid of a trade union, without cessation of work.

## D. BUILDING AND STREET LABOR.

Table XV—Changes in Rates of Wages.

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Building laborers, . . . . .	110	\$137.10	\$1.25
Cement workers, . . . . .	76	56.52	0.74
Street laborers, . . . . .	215	645.00	3.00
TOTALS, . . . . .	401	\$838.62	\$2.09

Table XV—Changes in Rates of Wages—Concluded.

OCCUPATIONS.	NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Building laborers, . . . . .	110	\$137.10	\$1.25
Cement workers, . . . . .	<sup>1</sup> 143	<sup>1</sup> 52.50	<sup>1</sup> 0.37
Street laborers, . . . . .	215	645.00	3.00
TOTALS, . . . . .	468	\$834.60	\$1.78

<sup>1</sup> Sixty-seven cement workers received reductions in wages amounting to \$1.02, or an average of six cents a week.

*Changes in Rates of Wages.* During the year 1907 the total number of building and street laborers whose wages were changed was 468. Of this number, 401 employees, or 85.68 per cent, received increases in their weekly wages amounting to \$838.62, or an average of \$2.09 a week for each employee, while 67 sustained decreases amounting to \$4.02, or an average of six cents a week for each employee. The computed net amount of change in the weekly wages of the employees affected was an increase of \$834.60, or an average of \$1.78 a week for each employee.

*Table XVI — Increases in Rates of Wages Obtained without Strike and after Strike.*

OCCUPATIONS.	WITHOUT STRIKE			AFTER STRIKE		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Building laborers, . . .	85	\$99.60	\$1.17	25	\$37.50	\$1.50
Cement workers, . . .	42	50.40	1.20	34	6.12	0.18
Street laborers, . . .	215	645.00	3.00	—	—	—
TOTALS, . . .	342	\$795.00	\$2.32	59	\$43.62	\$0.74

Of the 401 employees whose weekly wages were increased, 342 received increases without striking, amounting to \$795, or an average of \$2.32 a week for each employee, and 59 employees received increases in weekly wages, after striking, amounting to \$43.62, or an average of 74 cents a week for each employee. Twenty-five building laborers secured increases in wages of \$1.50 a week as a result of striking, and 34 street laborers, after strike and with the aid of labor organizations, secured an increase in wages of 18 cents a week.

*Table XVII — Increases in Rates of Wages Obtained without Strike.*

OCCUPATIONS.	AT REQUEST OF EMPLOYEES				VOLUNTARY	
	WITHOUT AID OF LABOR ORGANIZATIONS		WITH AID OF LABOR ORGANIZATIONS			
	Number of Employees Affected	Total Weekly Increase	Number of Employees Affected	Total Weekly Increase	Number of Employees Affected	Total Weekly Increase
Building laborers, . . .	20	\$30.00	53	\$51.60	12	\$18.00
Cement workers, . . .	—	—	42	50.40	—	—
Street laborers, . . .	—	—	215	645.00	—	—
TOTALS, . . .	20	\$30.00	310	\$747.00	12	\$18.00

Of the 342 laborers who received increases without striking, 20 received increases upon their own request without the intervention of any organization, amounting to \$30, or an average of \$1.50 a week for each employee; 310 received increases through the aid of trade unions amounting to \$747, or an average of \$2.41 a week for each employee; and 12 building laborers received voluntary increases of \$1.50 a week. The 67 employees (cement workers) who sustained reductions in weekly wages amounting to \$4.02, or an average of six cents a week, at the same time were granted a reduction in weekly hours of labor from 54 to 48.

*Changes in Hours of Labor.* One hundred and forty-three cement workers were granted reductions in weekly hours of labor and thus secured the eight-hour day. In order to secure this reduction it was necessary for 101 cement workers to strike, and as a result of this strike 42 others were benefited.

## II. CLOTHING.

### A. BOOTS AND SHOES.

*Changes in Rates of Wages.* During the year 1907 the total number of boot and shoe workers whose wages were increased was 1,784. These employees received increases in their weekly wages amounting to \$2,057.06, or an average of \$1.15 a week for each employee. Of this number, 1,769 received increases, without striking, amounting to \$2,034.56, or an average of \$1.15 for each employee. Fifteen employees received increases after strike and with the aid of labor organizations amounting to \$22.50, or an average of \$1.50 a week for each employee. Of the 1,769 boot and shoe workers who received increases without cessation of work, 30 received increases upon their own request, without the intervention of any labor organization, amounting to \$82.50, or an average of \$2.75 a week for each employee; 1,728 received increases through the aid of trade unions amounting to \$1,935.56, or an average of \$1.12 a week for each employee; 11 employees received increases of \$1.50 a week as a result of arbitration. There were no voluntary increases unsolicited by employees.

*Changes in Hours of Labor.* There were 706 boot and shoe

workers who received reductions in their weekly hours of labor aggregating 2,970 hours, or an average reduction of 4.2 hours a week; 601 of this number were men and 105 women. There were 666 boot and shoe workers, 566 men and 100 women, who received reductions without leaving work, the decrease in the case of the men averaging 4.1 hours a week and in the case of the women averaging 4 hours a week. Thirty-five men and five women received decreases of six hours a week by mutual agreement between employers and employees after strike. Of the 666 employees who received reductions without cessation of work, 500 men and 100 women obtained decreases of four hours a week by the aid of the labor organizations of which they were members, and 66 men obtained decreases of five hours a week without the aid of labor organizations.

#### C. HATS, CAPS, AND FURS.

*Changes in Rates of Wages and Hours of Labor.* During the year 1907, 52 cap makers received increases of \$2 in their weekly wages. Of this number 38 were men and 14 were women. The increases were obtained through the trade unions of which the cap makers were members, without cessation of work. At the same time these cap makers secured a reduction of three hours in the weekly hours of labor.

#### D. GARMENTS.

*Changes in Rates of Wages.* During the year 1907, 42 tailors (39 men and three women) received increases in their weekly wages amounting to \$63.50, or an average of \$1.51 for each employee. These increases were granted without strike upon the request of the trade unions to which the tailors belonged.

#### E. SHIRTS, COLLARS, AND LAUNDRY.

*Changes in Rates of Wages and Hours of Labor.* During the year 1907, 11 laundry workers (women) were granted increases in wages amounting to \$1 a week and a reduction of four hours a week. These changes were granted without strike upon the request of the trade unions to which the laundry workers belonged.



## III. FOOD, LIQUORS, AND TOBACCO.

## A. FOOD PREPARATIONS.

*Changes in Rates of Wages.* Twenty-five fish handlers and 12 ice handlers were granted increases of \$1.50 in weekly wages upon their own request without strike.

*Changes in Hours of Labor.* There were 3,150 employees, 2,750 men and 400 women, in this group of industries who received reductions in their hours of labor of six a week. Of this number, 150 were bakers (men), 2,600 were fish handlers (men), and 400 were fish handlers (women). The bakers had their weekly hours of labor reduced through a request made by the union to which they belonged, without cessation of work, while the reduction granted to the fish handlers was made upon their own request without the aid of labor organizations.

## B. LIQUORS.

*Changes in Rates of Wages.* During the year 1907, 104 brewery workers were granted increases in weekly wages amounting to \$122, or an average of \$1.17 a week for each employee; 37 of these employees received increases without striking, through aid of trade unions, amounting to \$55 a week, or an average of \$1.49 a week for each employee; 67 received increases of \$1 in weekly wages, after striking, with the aid of labor organizations.

*Changes in Hours of Labor.* One hundred and forty-five brewery workmen were granted a reduction of six hours in their weekly hours of labor, without strike, upon the request of the labor organizations of which they were members.

## D. TOBACCO.

*Changes in Rates of Wages.* During the year 1907, 550 employees engaged in the manufacture of cigars received increases in wages of \$1 a week. Of this number 62 were cigar makers and 488 tobacco strippers. All of the 488 tobacco strippers were women. Of the women tobacco strippers 105 received



the increases without striking, by the aid of the unions to which they belonged, while 383 women received the increases as a result of a strike ordered by the trade unions of which they were members. The 62 cigar makers (men) received their increases in wages without strike and with the aid of labor organizations.

#### IV. LEATHER AND RUBBER GOODS.

##### A. LEATHER GOODS.

*Changes in Rates of Wages.* During the year 1907, 100 harness makers received increases of \$1 in weekly wages. These increases were granted upon the request of the trade unions, to which the employees belonged, without cessation of work.

##### B. RUBBER GOODS.

*Changes in Rates of Wages.* During the year 1907, 207 rubber workers received increases in weekly wages amounting to \$187.68, or an average of 91 cents a week for each employee. These employees received increases upon their own request without the aid of any labor organization and without cessation of work.

*Changes in Hours of Labor.* There were 1,750 rubber workers who received voluntary reductions in weekly hours of labor aggregating 9,880 hours, or an average of 5.6 hours a week for each employee. Of this number, 1,415 men received reductions averaging 5.9 hours a week and 335 women received decreases averaging 4.6 hours a week.

## V. METALS, MACHINERY, AND SHIPBUILDING.

## A. IRON AND STEEL MANUFACTURE.

*Table XVIII — Increases in Rates of Wages, by Occupations.*

OCCUPATIONS.	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Blacksmiths, . . . . .	18	\$20.16	\$1.12
Boilermakers, . . . . .	275	316.30	1.15
Boilermakers' helpers, . . . . .	93	127.24	1.37
Casting cleaners, . . . . .	13	7.80	0.60
Coremakers, . . . . .	5	7.50	1.50
Engineers, sheet iron workers, etc., . . . . .	3	3.48	1.16
Foundry helpers, . . . . .	14	4.20	0.30
Foundry laborers, . . . . .	100	60.00	0.60
Horseshoers, . . . . .	17	34.00	2.00
Iron molders, . . . . .	380	432.87	1.14
Laborers, . . . . .	20	30.00	1.50
Machinists (males), . . . . .	2,404	2,015.18	0.84
Machinists (females), . . . . .	43	38.76	0.90
Machinists' apprentices, . . . . .	25	17.00	0.68
Machinists, pattern makers, and blacksmiths, . . . . .	154	167.51	1.09
Pattern makers, . . . . .	25	27.50	1.10
Rivet heaters, . . . . .	6	4.14	0.69
Tackmakers, . . . . .	34	51.00	1.50
TOTALS, . . . . .	3,629	\$3,364.64	\$0.93

*Changes in Rates of Wages.* There were 3,629 employees engaged in this group of industries who received increases in their weekly rates of wages. These increases aggregated \$3,364.64, or an average of 93 cents a week for each employee affected. The occupations in which the largest number of employees were granted reductions were machinists, iron molders, and boilermakers. There were 2,447 machinists, or 67.43 per cent of all the employees in this group of industries, who received increases in weekly wages averaging 84 cents a week; 380 iron molders, who received increases in their rates of weekly wages averaging \$1.14 a week; and 275 boilermakers, who received increases averaging \$1.15 a week. Of the 2,447 machinists who received increases, 43 were women who received increases averaging 90 cents a week.

*Table XIX — Increase in Rates of Wages Obtained at Request of Employees without Strike.*

OCCUPATIONS.	AT REQUEST OF EMPLOYEES					
	WITHOUT AID OF LABOR ORGANIZATIONS			WITH AID OF LABOR ORGANIZATIONS		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Blacksmiths, . . . .	17	\$18.70	\$1.10	1	\$1.46	\$1.46
Boilermakers, . . . .	—	—	—	174	183.36	1.05
Boilermakers' helpers, . . . .	—	—	—	68	89.74	1.32
Engineers, sheet metal workers, etc., . . . .	—	—	—	3	3.48	1.16
Foundry helpers, . . . .	14	4.20	0.30	—	—	—
Iron molders, . . . .	35	21.00	0.60	345	411.87	1.19
Machinists, . . . .	130	179.40	1.38	269	399.98	1.49
Machinists' apprentices, . . . .	25	17.00	0.68	—	—	—
Patternmakers, . . . .	25	27.50	1.10	—	—	—
Rivet heaters, . . . .	—	—	—	6	4.14	0.69
Tackmakers, . . . .	34	51.00	1.50	—	—	—
TOTALS, . . . .	280	\$318.80	\$1.14	866	\$1,094.03	\$1.26

With the aid of labor organizations 866 employees obtained increases in weekly wages averaging \$1.26 a week, while 280 employees obtained increases without the aid of labor organizations averaging \$1.14 a week. Among the 866 employees who obtained increases with the aid of labor organizations, there were 345 iron molders who obtained increases averaging \$1.19 a week, and 269 machinists who obtained increases averaging \$1.49 a week. In every instance where increases in wages were granted employees engaged in this group of industries, those employees who obtained increases with the aid of labor organizations received larger increases than those employees whose increases were obtained without the aid of labor organizations.

*Table XX — Increases in Rates of Wages Granted to Employees Voluntarily and through Arbitration.*

OCCUPATIONS.	AS RESULT OF ARBITRATION			VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Boilermakers, . . . .	23	\$28.56	\$1.24	—	—	—
Casting cleaners, . . . .	—	—	—	13	\$7.80	\$0.60
Coremakers, . . . .	—	—	—	5	7.50	1.50
Laborers, . . . .	—	—	—	20	30.00	1.50
Machinists, . . . .	—	—	—	2,048	1,474.56	0.72
Machinists, pattern makers, and blacksmiths, . . . .	—	—	—	154	167.51	1.09
TOTALS, . . . .	23	\$28.56	\$1.24	2,240	\$1,687.37	\$0.75

There were 2,240 employees who obtained increases by the voluntary action of the employers, amounting to \$1,687.37, or an average of 75 cents a week. Of this number 2,048 machinists received increases averaging 72 cents a week. Twenty-three boilermakers received increases as a result of arbitration aggregating \$28.56 a week, or an average of \$1.24 a week for each employee.

*Table XXI—Increases in Rates of Wages Obtained by Employees after Strike.*

OCCUPATIONS.	INCREASES IN WAGES OBTAINED BY EMPLOYEES AFTER STRIKE					
	WITH AID OF LABOR ORGANIZATIONS			BY ARBITRATION		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Boilermakers, . . . .	—	—	—	78	\$104.38	\$1.34
Boilermakers' helpers, . . . .	25	\$37.50	\$1.50	—	—	—
Foundry laborers, . . . .	100	60.00	0.60	—	—	—
Horseshoers, . . . .	17	34.00	2.00	—	—	—
TOTALS, . . . .	142	\$131.50	\$0.93	78	\$104.38	\$1.34

There were 220 employees who obtained increases in rates of wages after strike. Of this number 142 employees obtained increases by mutual agreement averaging 93 cents a week and 78 boilermakers obtained increases by arbitration averaging \$1.34 a week.

*Table XXII—Reductions in Weekly Hours of Labor.*

OCCUPATIONS.	Sex	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Cutlery workers, . . . .	Males . . . .	43	129	3
Cutlery workers, . . . .	Females . . . .	5	15	3
Machinists, . . . .	Males . . . .	2,048	6,243	3
Machinists, . . . .	Females . . . .	33	99	3
TOTALS, . . . .		2,129	6,486	3

*Changes in Hours of Labor.* Reductions in weekly hours of labor were granted to 2,129 employees aggregating 6,486 hours, or an average of three hours a week. These reductions were granted voluntarily by the employers without solicitation

by the employees. There were also 250 machinists whose weekly hours of labor were increased by eight, as the result of a strike in which the machinists did not have the aid of a labor organization to secure their requests.

### B. MISCELLANEOUS METAL TRADES.

*Table XXIII—Increases in Rates of Wages.*

OCCUPATIONS.	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Brass and bronze castings:			
Brass finishers, . . . . .	13	\$32.54	\$2.50
Brass molders, . . . . .	30	45.00	1.50
Metal polishers, platers, burnishers, etc., . . . . .	21	37.50	1.79
Agricultural implement employees, . . . . .	340	204.00	0.60
TOTALS, . . . . .	404	\$319.04	\$0.79

*Changes in Rates of Wages.* Increases in weekly wages were granted to 404 workingmen employed in the miscellaneous metal trades aggregating \$319.04, or an average of 79 cents a week for each employee.

*Table XXIV—Increases in Rates of Wages Granted upon the Request of Employees.*

OCCUPATIONS.	WITHOUT STRIKE				AFTER STRIKE	
	WITH AID OF LABOR ORGANIZATIONS		VOLUNTARY		WITH AID OF LABOR ORGANIZATIONS	
	Number of Employees Affected	Total Weekly Increase	Number of Employees Affected	Total Weekly Increase	Number of Employees Affected	Total Weekly Increase
Brass finishers, . . . . .	13	\$32.54	—	—	—	—
Brass molders, . . . . .	30	45.00	—	—	—	—
Metal polishers, platers, and burnishers, . . . . .	5	13.50	—	—	16	\$24.00
Agricultural implement em- ployees, . . . . .	—	—	340	\$204.00	—	—
TOTALS, . . . . .	48	\$91.04	340	\$204.00	16	\$24.00

Of the 404 employees granted increases in rates of wages, 388 obtained increases without strike amounting to \$295.04, or an average of 76 cents a week for each employee, and 16 obtained increases after strike amounting to \$24, or an average of \$1.50 a week. Of the 388 employees who received increases without



strike, 48 received increases averaging \$1.90 a week, with the aid of labor organizations, and 340 received voluntary increases averaging 60 cents a week.

*Table XXV — Reductions in Weekly Hours of Labor.*

OCCUPATIONS.	Sex	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Brass workers, . . . .	Males . . . .	55	330	6.0
Chandelier workers, . . . .	Males . . . .	6	36	6.0
Metal polishers, platers, burnishers, etc., . . . .	Males . . . .	35	210	6.0
Electrical apparatus makers, . . . .	Males . . . .	10,000	10,000	1.0
Agricultural implement employees, . . . .	Males . . . .	40	80	2.0
Optical workers, . . . .	Males . . . .	1,575	6,300	4.0
Optical workers, . . . .	Females . . . .	525	1,575	3.0
TOTALS, . . . .	. . . .	12,236	18,531	1.5

*Changes in Hours of Labor.* Reductions in weekly hours of labor were granted to 12,236 workers employed in the miscellaneous metal trades aggregating 18,531 hours, or an average reduction of one and one-half hours a week. All of these decreases were made voluntarily with the exception of 40 agricultural implement employees, who were granted reductions without strike at their own request. Ninety-six employees received the eight-hour day, 55 being brass workers, 35 metal polishers, and six chandelier workers.

### C. SHIPBUILDING.

*Changes in Rates of Wages.* Thirty-six iron shipbuilders received increases in weekly wages aggregating \$37.50, or an average of \$1.04 a week, without strike, upon the request of the trade unions of which they were members. Seventy-eight ship painters, as a result of a strike carried on by the labor organizations of which they were members, secured increases in weekly wages amounting to \$74.88, or an average increase of 96 cents for each ship painter affected.

*Changes in Hours of Labor.* Seventy-five ship riggers received reductions of six hours in their weekly hours of labor, thereby obtaining the eight-hour day upon their own request, without cessation of work.

## D. STATIONARY ENGINEMEN.

*Changes in Rates of Wages.* There were 198 employees under this classification who received increases in rates of wages, the amount of weekly increase being \$250.80, or an average of \$1.27 for each employee affected. Of this number, 169 hoisting and portable engineers received a total weekly increase of \$210.30, or an average of \$1.24 for each employee without cessation of work, upon the request of the trade union of which they were members, and 29 stationary firemen received a total weekly increase of \$40.50, or an average of \$1.40 for each fireman affected. Twenty-six stationary firemen received increases upon their own request without the aid of any labor organization, the weekly increase amounting to \$39, or an average of \$1.50, while only three secured an increase of 50 cents a week with the aid of labor organizations.

*Changes in Hours of Labor.* Thirteen stationary firemen received reductions in weekly hours of labor amounting to 312 hours, or an average decrease of 24 hours. These reductions were granted to the firemen upon their own request without cessation of work and without the aid of labor organizations.

## VI. PAPER AND PAPER GOODS.

## A. PAPER.

Table XXVI — *Increases in Rates of Wages.*

OCCUPATIONS.	Sex	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Beater engineers, . . . .	Males . . . .	3	\$3.60	\$1.20
Firemen, . . . .	Males . . . .	25	30.00	1.20
Paper cutters, . . . .	Females . . . .	99	44.55	0.45
Washer helpers, . . . .	Males . . . .	4	3.80	0.95
TOTALS, . . . .	. . . .	131	\$81.95	\$0.63

*Changes in Rates of Wages.* During the year ending September 30, 1907, 131 paper-mill employees received voluntary increases in rates of wages, the total amount of the weekly increase being \$81.95, or an average increase of 63 cents for each employee affected.

Table XXVII — Reductions in Weekly Hours of Labor.

OCCUPATIONS.	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Back tenders, . . . . .	43	816	19.0
Beater engineers, . . . . .	31	654	21.1
Beater helpers, . . . . .	62	1,074	17.3
Bleach men, . . . . .	6	72	12.0
Filter men, . . . . .	2	24	12.0
Firemen, . . . . .	25	600	24.0
Machine helpers, . . . . .	6	72	12.0
Machine room employees, . . . . .	51	740	14.5
Machine tenders, . . . . .	37	744	20.1
Pulp diggers, . . . . .	6	72	12.0
Third hands, . . . . .	29	660	22.8
Tub men, . . . . .	3	54	18.0
Washer engineers, . . . . .	21	450	21.4
Washer helpers, . . . . .	13	204	15.7
TOTALS, . . . . .	335	6,236	18.6

*Changes in Hours of Labor.* During the year 335 paper mill employees were granted the eight-hour day. The total reduction in weekly hours of labor amounted to 6,236 hours, or an average of 18.6 hours for each employee affected.

Fifty-one machine room employees received their reductions in hours of labor without strike as a result of arbitration; the other paper-mill employees were granted the decreases voluntarily.

## VII. PRINTING AND ALLIED TRADES.

### A. PRINTING AND PUBLISHING.

*Changes in Rates of Wages.* The total number of employees in this industry affected by increases in rates of wages was 1,123, and the amount of increase in weekly wages \$1,143.50, or an average of \$1.02 for each employee affected. Of this number 1,050 were pressmen, who received increases of \$1 a week; and 73 were compositors, 66 men and seven women, who received increases averaging \$1.28 a week. Thirty-four men and seven women received increases of \$1.50 a week upon the request of the trade union of which they were members without cessation of work, and 32 men received increases of \$1 a week as a result of arbitration between the union and the employers without cessation of work.

### B. BOOKBINDING AND BLANKBOOK MAKING.

*Changes in Hours of Labor.* There were 401 bookbinders, 185 men and 216 women, who received reductions in weekly

hours of labor from 54 to 48. Of this number 301, 141 men and 160 women, received the eight-hour day without strike through the efforts of the unions of which they were members, while 100, 44 men and 56 women, received the decrease in hours without strike upon their own requests, although it may be said that their reductions resulted indirectly from the agitation of the bookbinders' unions.

## VIII. PUBLIC EMPLOYMENT.

### A. UNITED STATES GOVERNMENT EMPLOYEES.

*Table XXVIII — Changes in Rates of Wages.*

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Armory employees, . . . . .	174	\$320.25	\$1.84
Laborers, . . . . .	21	34.50	1.64
Machinists, . . . . .	139	264.13	1.90
Watchmen, . . . . .	9	15.57	1.73
Other employees, . . . . .	5	6.05	1.21
Navy yard employees, . . . . .	2,245	2,276.68	1.01
TOTALS, . . . . .	2,419	\$2,595.93	\$1.07

*Table XXVIII — Changes in Rates of Wages — Continued.*

OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Armory employees, . . . . .	10	\$20.10	\$2.01
Laborers, . . . . .	—	—	—
Machinists, . . . . .	8	16.50	2.06
Watchmen, . . . . .	—	—	—
Other employees, . . . . .	2	3.60	1.80
Navy yard employees, . . . . .	—	—	—
TOTALS, . . . . .	10	\$20.10	\$2.01

*Table XXVIII — Changes in Rates of Wages — Concluded.*

OCCUPATIONS.	NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Armory employees, . . . . .	184	\$300.15	\$1.63
Laborers, . . . . .	21	34.50	1.64
Machinists, . . . . .	147	247.63	1.69
Watchmen, . . . . .	9	15.57	1.73
Other employees, . . . . .	7	2.45	0.35
Navy yard employees, . . . . .	2,245	2,276.68	1.01
TOTALS, . . . . .	2,429	\$2,575.83	\$1.06

*Changes in Rates of Wages.* The total number of employees of the Federal Government reported to have been affected by changes in rates of wages during 1907 was 2,429, the net result



of the changes being an increase of \$2,575.83 a week, or an average of \$1.06 a week for each employee. Of this number 174 employees of the United States Armory received increases averaging \$1.84 a week and 2,245 employees at the United States Navy Yard received increases averaging \$1.01 a week. Ten Armory employees received decreases averaging \$2.01 a week. All the changes were granted voluntarily by the War and Navy Departments.

## B. STATE EMPLOYEES.

Table XXIX — *Increases in Rates of Wages Obtained by Employees of the Commonwealth of Massachusetts.*

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant engineers, . . . . .	13	\$14.54	\$1.12
Attendants, . . . . .	50	67.46	1.35
Carpenters, . . . . .	20	38.64	1.93
Cooks (females), . . . . .	9	4.42	0.49
Engineers, . . . . .	44	109.79	2.50
Firemen, . . . . .	55	111.95	2.04
Foremen, . . . . .	13	20.05	1.54
Gatekeepers, . . . . .	7	8.83	1.26
Laborers, . . . . .	50	70.74	1.42
Maids (females), . . . . .	12	4.60	0.38
Nurses (males), . . . . .	110	207.55	1.89
Nurses (females), . . . . .	190	429.95	2.26
Oilers, . . . . .	21	57.50	2.74
Painters and painters' apprentices, . . . . .	4	6.00	1.50
Screenmen, . . . . .	12	12.00	1.00
Stable and ferrymen, . . . . .	8	12.25	1.53
Watchmen, . . . . .	5	9.22	1.84
Other employees, . . . . .	51	108.73	2.13
TOTALS, . . . . .	674	\$1,294.22	\$1.92

Table XXIX — *Increases in Rates of Wages Obtained by Employees of the Commonwealth of Massachusetts — Continued.*

OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Assistant engineers, . . . . .	—	—	—
Attendants, . . . . .	11	\$1.98	\$0.18
Carpenters, . . . . .	—	—	—
Cooks (females), . . . . .	—	—	—
Engineers, . . . . .	1	0.19	0.19
Firemen, . . . . .	2	0.16	0.08
Foremen, . . . . .	1	0.26	0.26
Gatekeepers, . . . . .	—	—	—
Laborers, . . . . .	—	—	—
Maids (females), . . . . .	—	—	—
Nurses (males), . . . . .	—	—	—
Nurses (females), . . . . .	—	—	—
Oilers, . . . . .	—	—	—
Painters and painters' apprentices, . . . . .	—	—	—
Screenmen, . . . . .	—	—	—
Stable and ferrymen, . . . . .	—	—	—
Watchmen, . . . . .	1	0.50	0.50
Other employees, . . . . .	3	0.46	0.15
TOTALS, . . . . .	19	\$3.55	\$0.19



Table XXIX — *Increases in Rates of Wages Obtained by Employees of the Commonwealth of Massachusetts — Concluded.*

OCCUPATIONS.	NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant engineers, . . . . .	13	\$14.54	\$1.12
Attendants, . . . . .	61	65.48	1.07
Carpenters, . . . . .	20	38.64	1.93
Cooks (females), . . . . .	9	4.42	0.49
Engineers, . . . . .	45	109.60	2.44
Firemen, . . . . .	57	111.79	1.96
Foremen, . . . . .	14	19.79	1.41
Gatekeepers, . . . . .	7	8.83	1.26
Laborers, . . . . .	50	70.74	1.42
Maids (females), . . . . .	12	4.60	0.38
Nurses (males), . . . . .	110	207.55	1.89
Nurses (females), . . . . .	190	429.95	2.26
Oilers, . . . . .	21	57.50	2.74
Painters and painters' apprentices, . . . . .	4	6.00	1.50
Screenmen, . . . . .	12	12.00	1.00
Stable and ferrymen, . . . . .	8	12.25	1.53
Watchmen, . . . . .	6	8.72	1.45
Other employees, . . . . .	54	108.27	2.01
TOTALS, . . . . .	693	\$1,290.67	\$1.86

*Changes in Rates of Wages.* Changes in weekly rates of wages affecting 693 employees of the Commonwealth were reported during 1907. Of this number, 674 employees received increases amounting to \$1,294.22, or an average of \$1.92 a week for each employee, and 19 employees received reductions in weekly wages amounting to \$3.55, or an average of 19 cents a week for each employee.

Table XXX — *Methods by which Changes in Rates of Wages were Arranged.*

OCCUPATIONS.	AT REQUEST OF EMPLOYEES		
	WITHOUT AID OF LABOR ORGANIZATIONS		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant engineers, . . . . .	—	—	—
Attendants, . . . . .	40	\$66.96	\$1.67
Carpenters, . . . . .	14	20.64	1.47
Cooks (females), . . . . .	—	—	—
Engineers, . . . . .	40	100.87	2.52
Firemen, . . . . .	33	53.00	1.61
Foremen, . . . . .	13	20.05	1.54
Gatekeepers, . . . . .	7	8.83	1.26
Laborers, . . . . .	50	70.74	1.42
Maids (females), . . . . .	—	—	—
Nurses (males), . . . . .	5	2.35	0.47
Nurses (females), . . . . .	75	35.25	0.47
Oilers, . . . . .	21	57.50	2.74
Painters and painters' apprentices, . . . . .	2	3.00	1.50
Screenmen, . . . . .	12	12.00	1.00
Stable and ferrymen, . . . . .	8	12.25	1.53
Watchmen, . . . . .	5	9.22	1.84
Other employees, . . . . .	37	55.88	1.51
TOTALS, . . . . .	362	\$528.54	\$1.46

Table XXX — *Methods by which Changes in Rates of Wages were Arranged*  
— Continued.

OCCUPATIONS.	AT REQUEST OF EMPLOYEES — Con.		
	WITH AID OF LABOR ORGANIZATIONS		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant engineers, . . . . .	8	\$13.54	\$1.69
Attendants, . . . . .	—	—	—
Carpenters, . . . . .	6	18.00	3.00
Cooks (females), . . . . .	—	—	—
Engineers, . . . . .	4	8.92	2.23
Firemen, . . . . .	22	58.95	2.68
Foremen, . . . . .	—	—	—
Gatekeepers, . . . . .	—	—	—
Laborers, . . . . .	—	—	—
Maids (females), . . . . .	—	—	—
Nurses (males), . . . . .	—	—	—
Nurses (females), . . . . .	—	—	—
Oilers, . . . . .	—	—	—
Painters and painters' apprentices, . . . . .	2	3.00	1.50
Screenmen, . . . . .	—	—	—
Stable and ferrymen, . . . . .	—	—	—
Watchmen, . . . . .	—	—	—
Other employees, . . . . .	6	27.84	4.64
TOTALS, . . . . .	48	\$130.25	\$2.71

Table XXX — *Methods by which Changes in Rates of Wages were Arranged*  
— Concluded.

OCCUPATIONS.	VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant engineers, . . . . .	5	\$1.00	\$0.20
Attendants, . . . . .	10	0.50	0.05
Carpenters, . . . . .	—	—	—
Cooks (females), . . . . .	9	4.42	0.49
Engineers, . . . . .	—	—	—
Firemen, . . . . .	—	—	—
Foremen, . . . . .	—	—	—
Gatekeepers, . . . . .	—	—	—
Laborers, . . . . .	—	—	—
Maids (females), . . . . .	12	4.60	0.38
Nurses (males), . . . . .	105	205.20	1.95
Nurses (females), . . . . .	115	394.70	3.43
Oilers, . . . . .	—	—	—
Painters and painters' apprentices, . . . . .	—	—	—
Screenmen, . . . . .	—	—	—
Stable and ferrymen, . . . . .	—	—	—
Watchmen, . . . . .	—	—	—
Other employees, . . . . .	8	25.01	3.13
TOTALS, . . . . .	264	\$635.43	\$2.41

There were 410 State employees who received increases in wages at their own request and 264 employees who received voluntary increases. Of the 410 employees who received increases at their own request, 362 obtained increases, without the assistance of labor organizations, amounting to \$528.54, or an average

of \$1.46 a week for each employee, and 48 received increases, with the aid of labor organizations, amounting to \$130.25, or an average of \$2.71 for each employee. The 264 employees who received voluntary increases received \$635.43 a week, or an average of \$2.41 a week for each employee.

*Table XXXI—Reductions in Weekly Hours of Labor.*

OCCUPATIONS.	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees who Obtained the Eight-hour Day
Attendants, . . . . .	10	60	6.0	—
Carpenters, . . . . .	12	72	6.0	12
Cooks (females), . . . . .	2	12	6.0	—
Engineers, . . . . .	10	74	7.4	9
Engineers (assistant), . . . . .	24	182	7.6	24
Firemen, . . . . .	74	508	6.9	74
Laborers, . . . . .	792	4,752	6.0	792
Laundry helpers (males), . . . . .	3	24	8.0	3
Laundry helpers (females), . . . . .	9	72	8.0	9
Masons, . . . . .	5	30	6.0	5
Mechanics, . . . . .	25	150	6.0	25
Oilers and plumbers, . . . . .	5	32	6.4	5
Painters and painters' apprentices, . . . . .	10	60	6.0	10
Steamfitters, . . . . .	2	12	6.0	2
TOTALS, . . . . .	983	6,040	6.1	970

*Changes in Hours of Labor.* During the year 1907, 983 employees of the Commonwealth received reductions in their weekly hours of labor amounting to 6,040 hours, or an average of 6.1 hours a week for each employee affected. Of this number, 970 were placed on an eight-hour day schedule.

*Table XXXII—Methods by which Reductions in Hours of Labor were Arranged.*

OCCUPATIONS.	AT REQUEST OF EMPLOYEES WITH AID OF LABOR ORGANIZATION			VOLUNTARY		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Attendants, . . . . .	—	—	—	10	60	6.0
Carpenters, . . . . .	6	36	6.0	6	36	6.0
Cooks (females), . . . . .	—	—	—	2	12	6.0
Engineers, . . . . .	5	44	8.8	5	30	6.0
Engineers (assistant), . . . . .	12	92	7.8	12	90	7.5
Firemen, . . . . .	24	190	8.0	25	168	6.7
Laborers, . . . . .	—	—	—	792	4,752	6.0
Laundry helpers (males), . . . . .	—	—	—	3	24	8.0
Laundry helpers (females), . . . . .	—	—	—	9	72	8.0
Masons, . . . . .	1	6	6.0	4	24	6.0
Mechanics, . . . . .	—	—	—	25	150	6.0
Oilers and plumbers, . . . . .	5	32	6.4	—	—	—
Painters and painters' apprentices, . . . . .	—	—	—	10	60	6.0
Steamfitters, . . . . .	—	—	—	2	12	6.0
TOTALS, . . . . .	53	400	7.5	905	5,490	6.0

Fifty-three employees received, with the aid of labor organizations, reductions amounting to 400 hours, or an average of 7.5 hours a week for each employee affected. Of this number, 24 firemen received reductions of eight hours a week. There were 905 employees who received voluntary reductions amounting to 5,490 hours, or an average decrease of six hours a week for each employee affected. Of this number, 792 laborers received decreases of six hours a week. There were also 25 firemen who were granted decreases of six hours a week at their own request without the aid of labor organizations.

*Table XXXIII — Increases in Weekly Hours of Labor.*

OCCUPATIONS.	Sex	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Cooks, . . . . .	Females, . . . . .	4	36	9.0
Gardeners, . . . . .	Males, . . . . .	1	6	6.0
Maids, . . . . .	Females, . . . . .	11	99	9.0
TOTALS, . . . . .		16	141	8.8

Sixteen employees (15 females and one male) received increases amounting to 141 hours, or an average of 8.8 hours a week for each employee affected. Fifty-five employees of State institutions had their weekly hours of labor reduced in accordance with Acts 1907, Chapter 269, and later, in accordance with Acts 1907, Chapter 570, had their hours increased, so that at the end of the year their weekly hours of labor were the same as at the beginning of the year.

#### D. CITY EMPLOYEES.

*Table XXXIV — Increases in Rates of Wages.*

OCCUPATIONS.	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant instructors, . . . . .	9	\$13.50	\$1.50
Boatmen, . . . . .	25	37.50	1.50
Engineer, . . . . .	1	7.50	7.50
Firemen, . . . . .	2	9.66	4.83
Janitors, . . . . .	67	100.50	1.50
Laborers, . . . . .	2,888	4,270.90	1.48
Lamplighters, . . . . .	125	218.75	1.75
Ledgemen, . . . . .	19	28.50	1.50
Locksmen, . . . . .	6	9.00	1.50
Mechanics, . . . . .	115	97.53	0.85
Swimmers, . . . . .	25	37.50	1.50
Teamsters, . . . . .	110	143.00	1.30
Tree climbers, . . . . .	64	96.00	1.50
Watchmen, . . . . .	24	36.00	1.50
Other employees, . . . . .	24 <sup>1</sup>	36.00	1.50
TOTALS, . . . . .	3,504	\$5,141.84	\$1.47

<sup>1</sup> Includes one female who received an increase of \$1.50 a week.

*Changes in Rates of Wages.* The total number of city employees reported to have been affected by increases in rates of wages during 1907 was 3,504, the total increase amounting to \$5,141.84, or an average of \$1.47 a week for each employee affected. Of this number, 2,582, or 73.69 per cent, were employees of the city of Boston. There were 3,469 employees who received increases, without strike, averaging \$1.47 a week, and 35 laborers who received increases, as result of strikes conducted without the aid of labor organizations, averaging \$1.20 a week.

*Table XXXV—Increases in Rates of Wages Effected without Strike.*

OCCUPATIONS.	AT REQUEST OF EMPLOYEES		
	WITH AID OF LABOR ORGANIZATION		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant instructors, . . . . .	—	—	—
Boatmen, . . . . .	—	—	—
Boat watchmen, . . . . .	—	—	—
Deckhands, . . . . .	—	—	—
Engineers, . . . . .	1	\$7.50	\$7.50
Firemen, . . . . .	2	9.66	4.83
Janitors, . . . . .	—	—	—
Laborers, . . . . .	—	—	—
Lamplighters, . . . . .	—	—	—
Ledgemen, . . . . .	—	—	—
Locksmen, . . . . .	—	—	—
Mechanics, . . . . .	10	13.20	1.32
Steamfitters' helpers, . . . . .	—	—	—
Swimmers, . . . . .	—	—	—
Tagmen, . . . . .	—	—	—
Teamsters, . . . . .	—	—	—
Tree climbers, . . . . .	—	—	—
Watchmen, . . . . .	—	—	—
Other employees, . . . . .	—	—	—
TOTALS, . . . . .	13	\$30.36	\$2.34



Table XXXV — *Increases in Rates of Wages Effected without Strike*  
— Continued.

OCCUPATIONS.	AT REQUEST OF EMPLOYEES — Con.		
	WITHOUT AID OF LABOR ORGANIZATION		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant instructors, . . . . .	—	—	—
Boatmen, . . . . .	—	—	—
Boat watchmen, . . . . .	—	—	—
Deckhands, . . . . .	—	—	—
Engineers, . . . . .	—	—	—
Firemen, . . . . .	—	—	—
Janitors, . . . . .	—	—	—
Laborers, . . . . .	268	\$402.00	\$1.50
Lamplighters, . . . . .	—	—	—
Ledgemen, . . . . .	—	—	—
Locksmen, . . . . .	—	—	—
Mechanics, . . . . .	—	—	—
Steamfitters' helpers, . . . . .	—	—	—
Swimmers, . . . . .	—	—	—
Tagmen, . . . . .	—	—	—
Teamsters, . . . . .	4	4.40	1.10
Tree climbers, . . . . .	—	—	—
Watchmen, . . . . .	—	—	—
Other employees, . . . . .	—	—	—
TOTALS, . . . . .	272	\$406.40	\$1.49

Table XXXV — *Increases in Rates of Wages Effected without Strike*  
— Concluded.

OCCUPATIONS.	VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant instructors, . . . . .	9	\$13.50	\$1.50
Boatmen, . . . . .	25	37.50	1.50
Boat watchmen, . . . . .	2	3.00	1.50
Deckhands, . . . . .	2	3.00	1.50
Engineers, . . . . .	—	—	—
Firemen, . . . . .	—	—	—
Janitors, . . . . .	67	100.50	1.50
Laborers, . . . . .	2,585	3,826.90	1.48
Lamplighters, . . . . .	125	218.75	1.75
Ledgemen, . . . . .	19	28.50	1.50
Locksmen, . . . . .	6	9.00	1.50
Mechanics, . . . . .	105	84.33	0.80
Steamfitters' helpers, . . . . .	1	1.50	1.50
Swimmers, . . . . .	25	37.50	1.50
Tagmen, . . . . .	3	4.50	1.50
Teamsters, . . . . .	106	138.60	1.31
Tree climbers, . . . . .	64	96.00	1.50
Watchmen, . . . . .	24	36.00	1.50
Other employees, . . . . .	16	24.00	1.50
TOTALS, . . . . .	3,184	\$4,663.08	\$1.46

Table XXXVI—*Reductions in Weekly Hours of Labor.*

OCCUPATIONS.	Number of Employees Affected	Total Weekly De- crease	Average Weekly De- crease
Captains, . . . . .	12	96	8
Deckhands, . . . . .	24	192	8
Engineers, . . . . .	13	104	8
Firemen, . . . . .	36	288	8
Laborers, . . . . .	3	24	8
Oilers, . . . . .	10	80	8
Quartermasters, . . . . .	12	96	8
TOTALS, . . . . .	110	880	8

*Changes in Hours of Labor.* The total number of city employees who were benefited by reductions in weekly hours of labor was 110, each of whom were granted a reduction of eight hours a week. One hundred and seven employees were granted decreases at their own request without the aid of labor organizations, and three were granted decreases by voluntary action on the part of the employers. Thirty-two teamsters received reductions in hours of labor of 12 hours a week, but later in the year their hours were increased so that on September 30, 1907, their weekly hours of labor were the same as at the beginning of the year.

### E. TOWN EMPLOYEES.

*Changes in Rates of Wages.* Increases affecting 116 town employees were reported during 1907. The total increase amounted to \$164.40, or an average of \$1.42 a week for each employee affected. Of this number 113 were laborers who received increases averaging \$1.42 a week. Three other employees received increases of \$1.50 a week. All the increases were voluntary on the part of the town governments.

## X. TEXTILES.

### A. BLEACHING, DYEING, AND PRINTING.

*Changes in Rates of Wages.* During the year 1907, 623 employees, 571 men and 52 women, of bleacheries, dye works, and printing mills, obtained increases in wages without strike, the total weekly increase amounting to \$413.46, or an average of

66 cents a week for each employee affected. The 571 men received increases averaging 70 cents a week, while the 52 women received increases averaging 31 cents a week. Two employees were reported to have received decreases averaging \$1.16 a week. There were 251 men and 48 women who received two increases during the year, one in May and one in September.

*Table XXXVII—Methods by which Increases in Rates of Wages were Effected.*

SEX.	AT REQUEST OF EMPLOYEES WITHOUT AID OF LABOR ORGANIZATIONS			VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Males, . . . . .	278	\$205.55	\$0.74	293	\$191.70	\$0.65
Females, . . . . .	48	12.21	0.25	4	4.00	1.00
TOTALS, . . . . .	326	\$217.76	\$0.67	297	\$195.70	\$0.66

Of the 623 employees who received increases in wages, 326 were granted advances upon their own request, without the aid of labor organizations, which averaged 67 cents a week, while 297 received voluntary increases averaging 66 cents a week.

## B. COTTON GOODS.

*Changes in Rates of Wages.* Of the 176,510 employees in all industries whose wages were increased in 1907, 100,609, or 57 per cent, were employed in the cotton goods industry. The total amount of increase in weekly wages was \$117,302.85, or 60.58 per cent of the total amount of increase in weekly wages paid in all the industries. The increase averaged \$1.17 a week for each employee. Of the cotton-mill employees who received increases in wages, 53,759 were men and 46,850 were women. The average weekly increase for the men was \$1.18 and for the women \$1.15. There were 81,282 employees (43,254 men and 38,028 women) in this industry who had their wages increased twice during the year.

*Table XXXVIII — Increase in Rates of Wages Granted without Strike and after Strike.*

OCCUPATIONS.	Sex	WITHOUT STRIKE			AFTER STRIKE		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Operatives, <sup>1</sup> . . . . .	Males, . . . . .	52,472	\$61,920.53	\$1.18	763	\$511.33	\$0.67
Operatives, <sup>1</sup> . . . . .	Females, . . . . .	46,509	53,808.29	1.16	501	301.31	0.60
Other employees, . . . . .	Males, . . . . .	684	761.39	1.11	—	—	—
TOTALS, . . . . .	. . . . .	99,665	\$116,490.21	\$1.17	1,264	\$812.64	\$0.64

<sup>1</sup> There are duplications in the number of operatives who received increases in wages caused by the fact that 320 operatives (160 males and 160 females) received two increases during the year, one without strike and one after strike.

There were 99,665 employees who received increases, without strike, averaging \$1.17 a week for each employee, and 1,264 who received increases averaging 64 cents a week.

*Table XXXIX — Methods by which Increases in Rates of Wages were Effected without Strike.*

OCCUPATIONS.	Sex	AT REQUEST OF EMPLOYEES		
		WITHOUT AID OF LABOR ORGANIZATION		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Operatives, . . . . .	Males, . . . . .	5,950	\$6,583.73	\$1.11
Operatives, . . . . .	Females, . . . . .	4,477	5,733.57	1.28
Other employees, . . . . .	Males, . . . . .	152	242.09	1.59
TOTALS, . . . . .	. . . . .	10,579	\$12,559.39	\$1.19

*Table XXXIX — Methods by which Increases in Rates of Wages were Effected without Strike — Continued.*

OCCUPATIONS.	Sex	AT REQUEST OF EMPLOYEES — Con.		
		WITH AID OF LABOR ORGANIZATION		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Operatives, . . . . .	Males, . . . . .	16,968	\$24,824.00	\$1.46
Operatives, . . . . .	Females, . . . . .	15,524	22,065.07	1.42
Other employees, . . . . .	Males, . . . . .	23	52.19	2.27
TOTALS, . . . . .	. . . . .	32,515	\$46,941.26	\$1.44

Table XXXIX — *Methods by which Increases in Rates of Wages were Effected without Strike — Concluded.*

OCCUPATIONS.	Sex	VOLUNTARY		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Operatives, . . .	Males, . . .	30,790	\$30,512.80	\$0.99
Operatives, . . .	Females, . . .	27,364	26,009.65	0.95
Other employees, . . .	Males, . . .	509	467.11	0.92
TOTALS, . . .	. . .	58,663	\$56,989.56	\$0.97

Table XL — *Methods by which Increases in Rates of Wages were Effected after Strike.*

SEX.	AT REQUEST OF EMPLOYEES					
	WITHOUT AID OF LABOR ORGANIZATIONS			WITH AID OF LABOR ORGANIZATIONS		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Males, . . .	713	\$482.51	\$0.68	50	\$28.82	\$0.58
Females, . . .	451	272.49	0.60	50	28.82	0.58
TOTALS, . . .	1,164	\$755.00	\$0.65	100	\$57.64	\$0.58

*Changes in Hours of Labor.* Eighty-six operatives received reductions in weekly hours of labor amounting to 211 hours, or an average reduction of 2.5 hours a week for each operative affected. Seventy-three operatives received voluntary decreases of two hours a week, and 13 received decreases of five hours a week on their own requests, without strike and without the aid of labor organizations.

### C. FLAX, HEMP, AND JUTE GOODS.

*Changes in Rates of Wages.* During the year 1907, 597 employees in this group of industries received increases in wages, without strike, aggregating \$399.40, or an average of 67 cents a week for each employee affected. Of this number, 298 men received voluntary increases averaging 75 cents a week, and 299 women received voluntary increases averaging 59 cents a week.



## D. HOSIERY AND KNIT GOODS.

*Changes in Rates of Wages.* The increases in wages in this industry were granted without strike and affected 4,082 employees, of whom 1,298 were males and 2,784 were females. The total increase in weekly wages was \$3,314.62, or an average of 81 cents a week for each employee affected, the average increase for the males being the same as that for the females. Of these employees 1,298 men and 2,784 women received two increases during the year.

Table XLI—Methods by which Increases in Rates of Wages were Granted.

SEX.	AT REQUEST OF EMPLOYEES WITH AID OF LABOR ORGANIZATION			VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Males, . . . . .	43	\$39.13	\$0.91	1,255	\$1,016.55	\$0.81
Females, . . . . .	39	35.49	0.91	2,745	2,223.45	0.81
TOTALS, . . . . .	82	\$74.62	\$0.91	4,000	\$3,240.00	\$0.81

## E. WOOLEN AND WORSTED GOODS.

*Changes in Rates of Wages.* The total number of employees in the woolen and worsted goods industry reported to have had their wages increased was 11,823; the total amount of the weekly increase being \$7,092.11, or an average of 60 cents a week for each employee affected. Of this number, 6,446 men operatives received increases averaging 65 cents a week, and 5,377 women operatives received increases averaging 55 cents a week. Of the 6,446 men, 68 received two increases during the year.

Table XLII—Increases in Rates of Wages Granted without Strike and after Strike.

OCCUPATIONS.	Sex	WITHOUT STRIKE			AFTER STRIKE		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Operatives, . . . . .	Males, . . . . .	6,313	\$4,031.06	\$0.64	30	\$23.90	\$0.80
Operatives, . . . . .	Females, . . . . .	5,349	2,917.88	0.55	28	10.92	0.39
Other employees, . . . . .	Males, . . . . .	103	108.35	1.05	—	—	—
TOTALS, . . . . .		11,765	\$7,057.29	\$0.60	58	\$34.82	\$0.60

Of the 11,823 employees who received increases in weekly wages, 11,765 received increases without strike amounting to \$7,057.29, or an average of 60 cents a week for each employee; and 58 operatives, 30 males and 28 females, received increases after strike, without the aid of labor organizations, amounting to \$34.82, or an average of 60 cents a week for each operative.

*Table XLIII — Increases in Rates of Wages Granted without Strike.*

OCCUPATIONS.	Sex	AT REQUEST OF EMPLOYEES		
		WITHOUT AID OF LABOR ORGANIZATION		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Operatives, . . . .	Males, . . . .	50	\$75.00	\$1.50
Operatives, . . . .	Females, . . . .	—	—	—
Other employees, . . . .	Males, . . . .	—	—	—
TOTALS, . . . .	. . . . .	50	\$75.00	\$1.50

*Table XLIII — Increases in Rates of Wages Granted without Strike — Continued.*

OCCUPATIONS.	Sex	AT REQUEST OF EMPLOYEES — Con.		
		WITH AID OF LABOR ORGANIZATION		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Operatives, . . . .	Males, . . . .	180	\$131.40	\$0.73
Operatives, . . . .	Females, . . . .	105	76.65	0.73
Other employees, . . . .	Males, . . . .	—	—	—
TOTALS, . . . .	. . . . .	285	\$208.05	\$0.73

*Table XLIII — Increases in Rates of Wages Granted without Strike — Concluded.*

OCCUPATIONS.	Sex	VOLUNTARY		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Operatives, . . . .	Males, . . . .	6,083	\$3,824.66	\$0.63
Operatives, . . . .	Females, . . . .	5,244	2,841.23	0.54
Other employees, . . . .	Males, . . . .	103	108.35	1.05
TOTALS, . . . .	. . . . .	11,430	\$6,774.24	\$0.59

*Changes in Hours of Labor.* During the year 1907, 159 operatives in the woolen and worsted goods industry received reductions in weekly hours of labor amounting to 408 hours, or

an average of 2.6 hours a week for each employee affected. Of the 159 operatives, 79 males received reductions averaging 2.1 hours a week, and 80 females received reductions averaging three hours a week. Eighty female operatives and 10 male operatives were granted voluntary reductions of three hours a week, and 69 male operatives received decreases of two hours a week upon their own request, without strike and without the aid of labor organizations.

## XI. TRANSPORTATION.

### A. RAILROADS.

*Table XLIV — Increases in Rates of Wages.*

OCCUPATIONS.	Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
<b>Steam Railroads.</b>	<b>19,129</b>	<b>\$17,318.24</b>	<b>\$0.91</b>
<i>Road Employees:</i>			
Agents and operators, . . . . .	137	195.50	1.43
Baggagemen, passenger, . . . . .	580	427.80	0.74
Batterymen, . . . . .	6	5.40	0.90
Brakemen, freight, . . . . .	699	461.70	0.66
Brakemen, passenger, . . . . .	635	636.30	1.00
Brakemen, yard, . . . . .	740	1,074.00	1.45
Clerks, freight, . . . . .	460	290.61	0.63
Clerks, other, . . . . .	72	97.92	1.36
Conductors, electric, . . . . .	14	12.60	0.90
Conductors, freight, . . . . .	399	270.30	0.68
Conductors, passenger, . . . . .	383	271.80	0.71
Conductors, yard, . . . . .	178	213.60	1.20
Crossingmen, . . . . .	66	39.60	0.60
Engineers, freight, . . . . .	522	1,179.96	2.26
Engineers, passenger, . . . . .	387	637.20	1.65
Engineers, road, . . . . .	607	910.50	1.50
Engineers, switching, . . . . .	338	220.50	0.65
Firemen, freight, . . . . .	280	283.80	1.01
Firemen, passenger, . . . . .	155	120.00	0.77
Firemen, road, . . . . .	612	734.40	1.20
Firemen, switching, . . . . .	285	90.00	0.32
Flagmen, freight, . . . . .	62	55.80	0.90
Foremen, . . . . .	148	61.80	0.42
Levermen, . . . . .	8	9.60	1.20
Operators, . . . . .	377	338.58	0.90
Section laborers, . . . . .	1,758	1,023.36	0.58
Signal construction men, . . . . .	9	13.50	1.50
Signal maintenance of way men, . . . . .	3,511	2,634.90	0.75
Station agents, . . . . .	50	70.65	1.41
Ticket collectors, . . . . .	56	50.40	0.90
Towermen, . . . . .	305	397.99	1.30
Train despatchers, . . . . .	12	31.50	2.63
Trainmen, freight, . . . . .	496	422.40	0.85
Trainmen, passenger, . . . . .	328	186.36	0.57
Yard masters, . . . . .	7	19.50	2.79
Yardmen, . . . . .	108	133.92	1.24
<i>Shop Employees:</i>			
Blacksmiths, . . . . .	117	135.04	1.15
Blacksmiths' apprentices, . . . . .	1	0.81	0.81
Blacksmiths' helpers, . . . . .	131	91.08	0.70
Boilermakers, . . . . .	134	144.72	1.08
Boilermakers' apprentices, . . . . .	11	6.48	0.59
Boilermakers' helpers, . . . . .	122	107.46	0.88
Car cleaners, . . . . .	378	216.06	0.57
Car inspectors, . . . . .	232	180.63	0.78
Car oilers, . . . . .	1	3.24	3.24
Car repairers, . . . . .	111	82.35	0.74

Table XLIV — *Increases in Rates of Wages* — Concluded.

OCCUPATIONS.	Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
<b>Steam Railroads — Con.</b>			
<i>Shop Employees — Con.</i>			
Car workers, . . . . .	375	\$225.00	\$0.60
Carpenters, . . . . .	327	285.12	0.87
Carpenters' apprentices, . . . . .	4	2.16	0.54
Fuel handlers, . . . . .	64	46.08	0.72
Hostlers, . . . . .	29	28.54	0.98
Machinists, . . . . .	498	623.43	1.25
Machinists' apprentices, . . . . .	51	28.62	0.56
Machinists' helpers, . . . . .	229	213.18	0.93
Mechanics (not specified), . . . . .	1,131	933.27	0.83
Oilers, . . . . .	1	3.24	3.24
Painters, . . . . .	161	133.92	0.83
Painters' apprentices, . . . . .	6	3.24	0.54
Shop foremen, . . . . .	23	67.88	2.95
Steamfitters, . . . . .	24	25.92	1.08
Steamfitters' helpers, . . . . .	1	0.54	0.54
Tinsmiths, . . . . .	18	15.01	0.83
Tinsmiths' apprentices, . . . . .	1	0.54	0.54
Tinsmiths' helpers, . . . . .	5	2.10	0.42
Trimmers, . . . . .	66	53.46	0.81
Trimmers' apprentices, . . . . .	1	0.54	0.54
Truckmen, . . . . .	66	17.82	0.27
Upholsterers, . . . . .	18	15.93	0.89
Upholsterers' apprentices, . . . . .	2	1.08	0.54
<b>Street Railways.</b>	<b>6,520</b>	<b>3,350.15</b>	<b>0.51</b>
Motormen and conductors, . . . . .	6,377	3,133.90	0.49
Laborers, . . . . .	135	202.50	1.50
Other employees, . . . . .	8	13.75	1.72
<b>TOTALS,</b> . . . . .	<b>25,649</b>	<b>\$20,668.39</b>	<b>\$0.81</b>

*Changes in Rates of Wages.* The total number of railroad employees reported to have been affected by changes in rates of wages during 1907 was 25,844, the net result of the changes being an increase of \$20,485.87 a week, or an average of 79 cents for each employee affected. Of this number, 25,649 received increases amounting to \$20,668.39 a week, or an average weekly advance of 81 cents for each employee affected, and 195 received decreases amounting to \$182.52 a week, or an average weekly reduction of 94 cents a week for each employee affected. Of the 195 employees who received reductions in wages, 151 yard brakemen received decreases in weekly wages amounting to \$169.92, or an average of \$1.13 a week for each brakeman, and 44 yard conductors received decreases in weekly wages amounting to \$12.60, or an average of 29 cents a week for each conductor.

Table XLV — Methods by which Increases in Rates of Wages were Effected.

OCCUPATIONS.	AT REQUEST OF EMPLOYEES WITH AID OF LABOR ORGANIZATIONS			VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
<b>ROAD EMPLOYEES.</b>						
Agents and operators, . . . . .	—	—	—	137	\$195.50	\$1.43
Baggagemen (passenger), . . . . .	277	\$166.20	\$0.60	303	261.60	0.86
Batterymen, . . . . .	6	5.40	0.90	—	—	—
Brakemen (freight), . . . . .	558	334.80	0.60	141	126.90	0.90
Brakemen (passenger), . . . . .	403	483.60	1.20	232	152.70	0.66
Brakemen (yard), . . . . .	675	1,012.50	1.50	65	61.50	0.95
Clerks (freight), . . . . .	—	—	—	460	290.61	0.63
Clerks (other), . . . . .	—	—	—	72	97.92	1.36
Conductors (electric), . . . . .	—	—	—	14	12.60	0.90
Conductors (freight), . . . . .	209	125.40	0.60	190	144.90	0.76
Conductors (passenger), . . . . .	299	179.40	0.60	84	92.40	1.10
Conductors (yard), . . . . .	150	180.00	1.20	28	33.60	1.20
Crossingmen, . . . . .	—	—	—	66	39.60	0.60
Engineers (freight), . . . . .	—	—	—	522	1,179.96	2.26
Engineers (passenger), . . . . .	—	—	—	387	637.20	1.65
Engineers (road), . . . . .	—	—	—	607	910.50	1.50
Engineers (switching), . . . . .	—	—	—	338	220.50	0.65
Firemen (freight), . . . . .	—	—	—	280	283.80	1.01
Firemen (passenger), . . . . .	—	—	—	155	120.00	0.77
Firemen (road), . . . . .	—	—	—	612	734.40	1.20
Firemen (switching), . . . . .	—	—	—	285	90.00	0.32
Flagmen (freight), . . . . .	—	—	—	62	55.80	0.90
Foremen, . . . . .	—	—	—	148	61.80	0.42
Levermen, . . . . .	—	—	—	8	9.60	1.20
Operators, . . . . .	26	32.90	1.27	351	305.68	0.87
Section laborers, . . . . .	—	—	—	1,499	867.96	0.58
Signal construction men, . . . . .	9	13.50	1.50	—	—	—
Signal maintenance of way men, . . . . .	11	9.90	0.90	3,500	2,625.00	0.75
Station agents, . . . . .	30	39.85	1.33	20	30.80	1.54
Ticket collectors, . . . . .	—	—	—	56	50.40	0.90
Towermen, . . . . .	—	—	—	305	397.99	1.30
Train despatchers, . . . . .	—	—	—	12	31.50	2.63
Trainmen (freight), . . . . .	—	—	—	496	422.40	0.85
Trainmen (passenger), . . . . .	—	—	—	328	186.36	0.57
Yard masters, . . . . .	—	—	—	7	19.50	2.79
Yard men, . . . . .	—	—	—	108	133.92	1.24
<b>SHOP EMPLOYEES.</b>						
Blacksmiths, . . . . .	—	—	—	117	135.04	1.15
Blacksmiths' apprentices, . . . . .	—	—	—	1	.81	0.81
Blacksmiths' helpers, . . . . .	—	—	—	131	91.08	0.70
Boilermakers, . . . . .	37	39.96	1.08	97	104.76	1.08
Boilermakers' apprentices, . . . . .	—	—	—	11	6.48	0.59
Boilermakers' helpers, . . . . .	28	30.24	1.08	94	77.22	0.82
Car cleaners, . . . . .	—	—	—	378	216.06	0.57
Car inspectors, . . . . .	—	—	—	232	180.63	0.78
Car oilers, . . . . .	—	—	—	1	3.24	3.24
Car repairers, . . . . .	—	—	—	111	82.35	0.74
Car workers, . . . . .	375	225.00	0.60	—	—	—
Carpenters, . . . . .	—	—	—	327	285.12	0.87
Carpenters' apprentices, . . . . .	—	—	—	4	2.16	0.54
Fuel handlers, . . . . .	64	46.08	0.72	—	—	—
Hostlers, . . . . .	—	—	—	29	28.54	0.98
Machinists, . . . . .	498	623.43	1.25	—	—	—
Machinists' apprentices, . . . . .	—	—	—	51	28.62	0.56
Machinists' helpers, . . . . .	229	213.18	0.93	—	—	—
Mechanics (not specified), . . . . .	1,131	933.27	0.83	—	—	—
Oilers, . . . . .	—	—	—	1	3.24	3.24
Painters, . . . . .	—	—	—	161	133.92	0.83
Painters' apprentices, . . . . .	—	—	—	6	3.24	0.54
Shop foremen, . . . . .	—	—	—	23	67.88	2.95
Steamfitters, . . . . .	15	16.20	1.08	9	9.72	1.08
Steamfitters' helpers, . . . . .	1	0.54	0.54	—	—	—
Tinsmiths, . . . . .	—	—	—	18	15.01	0.83
Tinsmiths' apprentices, . . . . .	—	—	—	1	0.54	0.54
Tinsmiths' helpers, . . . . .	—	—	—	5	2.10	0.42
Trimmers, . . . . .	—	—	—	66	53.46	0.81
Trimmers' apprentices, . . . . .	—	—	—	1	.54	0.54
Truckmen, . . . . .	—	—	—	66	17.82	0.27
Upholsterers, . . . . .	—	—	—	18	15.93	0.89
Upholsterers' apprentices, . . . . .	—	—	—	2	1.08	0.54
<b>TOTALS, . . . . .</b>	<b>5,031</b>	<b>\$4,711.35</b>	<b>\$0.94</b>	<b>13,839</b>	<b>\$12,451.49</b>	<b>\$0.90</b>



Of the 19,129 steam-railroad employees who received increases in weekly wages, 18,870 received increases without strike amounting to \$17,162.84, or an average of 91 cents a week for each employee; and 259 section laborers received increases after strike amounting to \$155.40, or an average of 60 cents a week for each laborer. There were 13,839 employees who received voluntary increases averaging 90 cents a week. Of this number, 3,500 signal maintenance of way men received increases averaging 75 cents a week. There were 5,031 employees who received, through the aid of labor organizations, increases averaging 94 cents a week.

*Table XLVI—Methods by which Increases in Rates of Wages of Street Railway Employees were Effected.*

OCCUPATIONS.	AT REQUEST OF EMPLOYEES WITHOUT AID OF LABOR ORGANIZATIONS			VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Motormen and conductors,	464	\$278.40	\$0.60	5,913	\$2,855.50	\$0.48
Laborers, . . . . .	—	—	—	135	202.50	1.50
Other employees, . . . .	—	—	—	8	13.75	1.72
TOTALS, . . . . .	464	\$278.40	\$0.60	6,056	\$3,071.75	\$0.51

Street railway employees to the number of 6,520 received increases in weekly wages averaging 51 cents a week for each employee benefited. Of this number, 6,056 received voluntary increases averaging 51 cents a week and 464 received, upon their own request without the aid of labor organizations, increases averaging 60 cents a week.

#### B. TEAMING.

*Changes in Rates of Wages.* During 1907 the total number of teamsters affected by increases in wages was 2,274, and the total amount of increase in weekly wages was \$3,566.91, or an average weekly increase of \$1.57 for each employee affected.

*Table XLVII—Increases in Rates of Wages Granted without Strike and after Strike.*

OCCUPATIONS.	WITHOUT STRIKE			AFTER STRIKE		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Coal teamsters, . . . . .	319	\$288.00	\$0.90	—	—	—
Express wagon drivers, . . . . .	342	458.41	1.34	—	—	—
General teamsters, . . . . .	—	—	—	107	\$85.25	\$0.80
Market wagon drivers, . . . . .	24	24.00	1.00	—	—	—
Piano and furniture movers, . . . . .	100	150.00	1.50	—	—	—
Sand and tipcart drivers, . . . . .	200	132.00	0.66	—	—	—
Stablemen and hostlers, . . . . .	810	2,020.00	2.49	49	92.00	1.88
Truck drivers, . . . . .	300	300.00	1.00	—	—	—
Yardmen, . . . . .	—	—	—	23	17.25	0.75
TOTALS, . . . . .	2,095	\$3,372.41	\$1.61	179	\$194.50	\$1.09

Of the total number of teamsters who received increases in wages, 2,095 received increases without strike amounting to \$3,372.41, or an average of \$1.61 a week for each teamster affected; and 179 teamsters received increases, after strike, amounting to \$194.50, or an average of \$1.09 a week for each teamster affected.

*Table XLVIII—Methods by which Increases in Rates of Wages were Effected without Strike.*

OCCUPATIONS.	AT REQUEST OF EMPLOYEES WITH AID OF LABOR ORGANIZATIONS			VOLUNTARY		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Coal wagon drivers, . . . . .	265	\$245.50	\$0.93	54	\$42.50	\$0.79
Express wagon drivers, . . . . .	70	70.00	1.00	272	388.41	1.43
Market wagon drivers, . . . . .	24	24.00	1.00	—	—	—
Piano and furniture movers, . . . . .	100	150.00	1.50	—	—	—
Sand and tipcart drivers, . . . . .	200	132.00	0.66	—	—	—
Stablemen and hostlers, . . . . .	810	2,020.00	2.49	—	—	—
Truck drivers, . . . . .	300	300.00	1.00	—	—	—
TOTALS, . . . . .	1,769	\$2,941.50	\$1.66	326	\$430.91	\$1.32

Of the 2,095 teamsters who received increases without strike, 1,769 received increases through the aid of labor organizations averaging \$1.66 a week and 326 received voluntary increases averaging \$1.32 a week.

Table XLIX — *Methods by which Increases in Rates of Wages were Effected after Strike.*

OCCUPATIONS.	By MUTUAL AGREEMENT BETWEEN EMPLOYERS AND TRADE UNIONS			By ARBITRATION		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
General teamsters, . . . . .	20	\$20.00	\$1.00	87	\$65.25	\$0.75
Stablemen and hostlers, . . . . .	49	\$2.00	1.88	—	—	—
Yardmen, . . . . .	—	—	—	23	17.25	0.75
TOTALS, . . . . .	69	\$112.00	\$1.62	110	\$82.50	\$0.75

*Changes in Hours of Labor.* There were 750 lumber teamsters who received, with the aid of labor organizations and without cessation of work, reductions in hours of labor of five a week, and there were 25 teamsters who obtained the nine-hour day, a reduction of six hours a week, after strike, with the aid of labor organizations.

#### C. NAVIGATION.

*Changes in Rates of Wages.* During 1907, 216 steamship clerks received increases in weekly wages of \$1.50. The original request for an increase was made by the labor organizations of which the clerks were members, and the increase was later granted by the award of a local arbitration board without cessation of work on the part of the employees.

#### E. TELEGRAPHS.<sup>1</sup>

*Changes in Rates of Wages.* There were 554 commercial telegraphers who received increases in wages during 1907, the total amount of increase being \$804.56 a week, or an average of \$1.45 a week for each employee affected. Of this number, 339 men received increases averaging \$1.65 a week, and 215 women received increases averaging \$1.14 a week. Of the 554 telegraphers who received increases, 546 received voluntary advances amounting to \$792.56, or an average of \$1.45 a week, and eight received increases, without strike, by the aid of the labor organizations to which they belonged, amounting to \$12, or an average of \$1.50 a week for each telegrapher.

<sup>1</sup> XI. D. Freight handling; no changes in this group of occupations.

## XII. WOOD-WORKING AND FURNITURE.

### B. PLANING MILL PRODUCTS.<sup>1</sup>

*Changes in Rates of Wages.* There were 53 employees in this group of industries who received increases in their rates of wages amounting to \$1 a week for each employee. Of this number, 16 were mill carpenters, 24 were cigar-box makers (men), and 13 were cigar-box makers (women). The 37 cigar-box makers received increases upon their own request without the aid of labor organizations. The 16 millmen received increases after strike with the aid of labor organizations.

### C. COOPERAGE.

*Changes in Rates of Wages.* There were 210 employees in this industry who were benefited by increases in wages during 1907, the total weekly increase amounting to \$408.60, or an average of \$1.95 a week for each employee affected. Of this number, 205 coopers received increases averaging \$1.96 a week, and five teamsters received increases of \$1.20 a week. Of the 205 coopers who received increases in weekly wages, 137 were granted advances, without strike, amounting to \$207.60, or an average of \$1.52 a week for each cooper, and 68 received increases after strike, with the aid of labor organizations, amounting to \$195, or an average of \$2.87 a week for each cooper. Of the 137 coopers who received increases in weekly wages without strike, 12 received increases upon their own request without the aid of labor organizations, averaging \$1.63 for each cooper, and 125 received increases with the aid of labor organizations averaging \$1.50 a week for each cooper.

The five teamsters received increases without strike, with the aid of labor organizations.

### D. WOOD TURNING AND CARVING.

*Changes in Hours of Labor.* Sixteen carriage workers obtained the nine-hour day, a reduction of five hours a week, upon their own request without the aid of labor organizations; and 46 organ builders received reductions of four hours a week, after strike, with the aid of labor organizations.

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<sup>1</sup> XII. A. Saw-mill products; no changes in this industry.

## XIII. MISCELLANEOUS.

## A. CHEMICALS.

*Changes in Rates of Wages.* During the year 1907, 125 laborers employed in the manufacture of miscellaneous chemical products received increases in their rates of wages, after strike, without the aid of labor organizations, amounting to \$75, or an average of 60 cents a week for each employee affected.

*Changes in Hours of Labor.* There were 105 drug and chemical employees (60 men and 45 women) who received reductions in hours of labor averaging 5.5 hours a week.

C. WATER, LIGHT, AND POWER.<sup>1</sup>

*Changes in Rates of Wages.* There were 37 gas and electric light employees who received increases in their rates of wages during 1907, amounting to \$11.29 a week, or an average advance of 31 cents a week for each employee. Of this number, 27 linemen received voluntary increases averaging 27 cents a week and 10 retort men received increases at their own request without the aid of any labor organization, and without cessation of work, averaging 40 cents a week.

*Changes in Hours of Labor.* Forty-five employees in the water, light, and power industry received reductions in weekly hours of labor averaging 7.8 hours a week. Of this number 10 retort men received reductions of 14 hours a week and 27 linemen and 8 foremen received decreases of six hours a week.

The decreases granted to the foremen and linemen were voluntary; those granted to the retort men were at the request of the employees without the aid of labor organizations and without strike.

## D. THEATRES AND MUSIC.

*Changes in Rates of Wages.* Twenty-six theatrical stage employees received increases in their rates of wages, without strike and with the aid of labor organizations, the total amount of increase being \$56 a week, or an average of \$2.15 a week for each employee affected.

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<sup>1</sup> XIII. B. Glass and glassware; no changes in this industry.



## E. BARBERING.

*Changes in Rates of Wages.* During 1907 there were 109 barbers who received increases in their rates of wages, the total amount of increase being \$170 a week, or an average increase of \$1.56 a week for each barber affected. Of this number, 86 barbers received increases, without strike and with the aid of labor organizations, averaging \$1.71 a week for each barber, and 23 received voluntary increases of \$1 a week.

*Changes in Hours of Labor.* There were 1,864 barbers who received reductions in hours of labor amounting to 20,511 hours, or an average decrease of 11 hours a week for each barber affected. These reductions were granted by the master barbers upon the request of the employees with the aid of labor organizations.

## SUMMARY TABLES.

Four summary tables are presented on the following pages, the titles of which are shown below:

*Table A — Changes in recognized standard rates of wages in 1907 (pp. 613 to 615).* This table presents by industries and localities the recognized standard or prevailing rates of wages in each occupation in which changes occurred during the year ending September 30, 1907, the rates being given both before and after the change.

*Table B — Changes in recognized hours of labor in 1907 (p. 615).* This table shows by localities the recognized or prevailing hours of labor a week in each of the occupations in which changes were made during the year ending September 30, 1907, the number of working hours a week being given both before and after the change.

*Table C — Detailed statement of the principal changes in rates of wages during the year ending September 30, 1907 (pp. 616 to 639).* This table presents the details of the principal changes in rates of wages which took place during the year ending September 30, 1907, showing by industries and localities the occupations in which changes took effect; the months in which changes were put in force; the number of male and female employees affected by the change; the rates of wages before and after the change, or in cases where piece-rates were in force the percentage increase or decrease; the weekly hours of labor where this fact was reported; the methods by which the changes were effected; and remarks showing any changes in hours of labor which may have taken place at the same time as the change in wages, or average earnings in the case of piece-workers.

*Table D — Detailed statement of the principal changes in hours of labor during the year ending September 30, 1907 (pp. 640 to 643).* This table presents the details of the principal changes in hours of labor which took place during the year ending September 30, 1907, showing by industries and localities the occupations in which changes took effect; the

months in which the changes were put in force; the number of male and female employees affected by the change; the weekly hours of labor before and after the change; the methods by which the changes were effected; and remarks showing any changes in rates of wages, etc., which may have taken place at the same time as the change in hours of labor.

Table A — Changes in Recognized Standard Rates of Wages in 1907.

INDUSTRIES AND LOCALITIES.	Occupations	WAGES		
		Unit	Rates Before Change	Rates After Change
<b>Building and Stone Working.</b>				
<i>Building Trades.</i>				
Athol, . . . . .	Carpenters . . . . .	hour	\$0.27½	\$0.34½
Boston, . . . . .	Roofers . . . . .	day	3.00	3.25
Boston, . . . . .	Stone and brick pointers . .	hour	0.37½	0.45
Boston, . . . . .	Elevator constructors :			
	Mechanics . . . . .	day	3.60	3.90
	Helpers . . . . .	day	1—	2.70
Boston, . . . . .	Artificial stone (cement) workers	hour	0.45	0.50
Boston, . . . . .	Artificial stone (cement) workers' helpers . . . . .	hour	0.32	0.35
Boston and vicinity, .	Carpenters . . . . .	hour	0.41	0.43¾
Boston, . . . . .	Painters . . . . .	hour	0.37½	0.39½
Boston, . . . . .	Plumbers . . . . .	hour	0.50	0.55
Boston, . . . . .	Wharf and bridge builders	hour	0.31¼	0.37½
Boston, . . . . .	Wharf and bridge builders	hour	0.25	0.31¼
Boston, . . . . .	Lathers . . . . .	a thou-		
		sand	2.25	2.50
Boston, . . . . .	Metal lathers . . . . .	hour	0.42½	0.47½
Boston, . . . . .	Plasterers . . . . .	hour	0.55	0.60
Boston, . . . . .	Steamfitters' helpers . . . . .	hour	0.25	0.31¼
Brookton, . . . . .	Bricklayers . . . . .	hour	0.50	0.55
Brookton, . . . . .	Lathers . . . . .	a thou-		
		sand	2.00	2.25
Brookton, . . . . .	Painters . . . . .	day	2.75	3.00
Brookton, . . . . .	Carpenters . . . . .	hour	0.37½	0.41
Brookton, . . . . .	Electrical workers . . . . .	day	3.30	3.50
Brookton, . . . . .	Roofers . . . . .	day	3.00	3.50
Brookton, . . . . .	Roofers' helpers . . . . .	day	2.00	2.50
Brookton, . . . . .	Sheet metal workers . . . . .	day	3.25	3.50
Chelsea, . . . . .	Carpenters . . . . .	day	3.28	3.50
Danvers, . . . . .	Painters . . . . .	day	2.25	2.50
Easthampton, . . . . .	Painters . . . . .	day	2.25	2.50
Fall River, . . . . .	Bricklayers . . . . .	day	4.00	4.20
Fall River, . . . . .	Carpenters . . . . .	day	2.80	3.00
Fall River, . . . . .	Painters . . . . .	hour	0.31¼	0.34¾
Fitchburg, . . . . .	Brick masons and plas-			
	terers . . . . .	hour	0.50	0.55
Fitchburg, . . . . .	Carpenters . . . . .	hour	0.32½	0.35
Gardner, . . . . .	Carpenters . . . . .	day	2.50	2.75
Great Barrington, . .	Painters . . . . .	hour	0.31¼	0.37½
Haverhill, . . . . .	Plumbers . . . . .	hour	0.37½	0.40¾
Haverhill, . . . . .	Plumbers' helpers . . . . .	hour	0.15½	0.18¾
Leominster, . . . . .	Carpenters . . . . .	hour	0.35	0.37½
Lowell, . . . . .	Painters . . . . .	hour	0.28¼	0.31¼
Lynn, . . . . .	Plumbers . . . . .	day	3.75	4.00
Lynn, . . . . .	Tinsmiths . . . . .	hour	0.43¾	0.50
Medford, . . . . .	Painters . . . . .	hour	0.31¼	0.37½
Milford, . . . . .	Painters and paperhangers	hour	0.27½	0.31¼
Norwood, . . . . .	Painters . . . . .	hour	0.31¼	0.35
Pittsfield, . . . . .	Bricklayers, masons, and			
	plasterers . . . . .	day	4.00	4.50
Pittsfield, . . . . .	Lathers . . . . .	a thou-		
		sand	2.00	2.50
Quincy, . . . . .	Painters, decorators, and			
	paperhangers . . . . .	day	2.50	3.00
Salem and vicinity, . .	Carpenters . . . . .	hour	0.37½	0.41
Somerville, . . . . .	Painters . . . . .	hour	0.35	0.37½
Southbridge, . . . . .	Tinsmiths . . . . .	hour	0.28	0.34½
Southbridge, . . . . .	Plumbers and steamfitters	hour	0.33¼	0.44
Springfield, . . . . .	Bricklayers and plasterers	hour	0.50	0.55
Webster, . . . . .	Painters and paperhangers	day	1.50 to 2.00	2.25 to 2.50
Westborough, . . . . .	Painters . . . . .	day	2.25	2.50
Worcester, . . . . .	Painters . . . . .	hour	0.35	0.37½
Towns along South Shore, .	Carpenters . . . . .	hour	0.37½	0.41
<i>Stone Working.</i>				
Fall River, . . . . .	Granite cutters . . . . .	day	3.00	3.25
Milford, . . . . .	Granite cutters and tool sharpeners . . . . .	hour	0.40	0.42

<sup>1</sup> No uniform wage before increase.<sup>2</sup> Average daily earnings increased from \$3 before change to \$4 after change.

Table A — Changes in Recognized Standard Rates of Wages in 1907  
— Continued.

INDUSTRIES AND LOCALITIES.	Occupations	WAGES		
		Unit	Rates Before Change	Rates After Change
<b>Building and Stone Working — Con.</b>				
<i>Building and Street Labor.</i>				
Brockton, . . . .	Building laborers . . . .	day	\$2.65	\$2.80
Pittsfield, . . . .	Laborers and excavators .	hour	0.25	0.31¼
<b>Clothing.</b>				
<i>Boots and Shoes.</i>				
Brockton, . . . .	Outside or whole shoe cutters . . . .	week	16.50	18.00
Haverhill, . . . .	Cutters . . . .	week	15.50	16.00
<i>Garments.</i>				
Fitchburg, . . . .	Tailors . . . .	week	13.50	15.00
Holyoke, . . . .	Tailors (1st class) . . . .	week	12.00	14.00
Holyoke, . . . .	Tailors (2d class) . . . .	week	12.00	13.00
<b>Leather and Rubber Goods.</b>				
<i>Leather Goods.</i>				
Boston, . . . .	Harness makers . . . .	week	15.00	16.00
<b>Printing and Allied Trades.</b>				
Boston, . . . .	Cylinder pressmen . . . .	week	20.00	21.00
Boston, . . . .	Job pressmen . . . .	week	15.50	16.50
Boston, . . . .	Feeders and assistants . .	week	13.00	14.00
Brockton, . . . .	Linotype operators, adv. men, floor men, etc. . .	week	19.00	20.00
Lowell, . . . .	Compositors . . . .	week	15.00	16.50
<b>Public Employment.</b>				
<i>City Employees.</i>				
Boston, . . . .	Bath department laborers	day	2.00	2.25
Boston, . . . .	Bridge department laborers	day	2.00	2.25
Boston, . . . .	Cemetery department laborers	day	2.00	2.25
Boston, . . . .	Ferry department laborers	day	2.00	2.25
Boston, . . . .	Park department laborers and teamsters	day	2.00	2.25
Boston, . . . .	Public grounds department laborers	day	2.00	2.25
Boston, . . . .	Sanitary department laborers	day	2.00	2.25
Boston, . . . .	Sewer department laborers	day	2.00	2.25
Boston, . . . .	Street cleaning and watering department laborers	day	2.00	2.25
Boston, . . . .	Street department laborers	day	2.00	2.25
Boston, . . . .	Lamp department employees . . . .	week	14.00	15.75
Fall River, . . . .	Laborers . . . .	hour	0.25	0.28¼
Lowell, . . . .	Street department laborers	day	1.75	2.00
Melrose, . . . .	City laborers . . . .	day	2.00	2.25
North Adams, . . . .	Laborers . . . .	week	9.00	10.50
Springfield, . . . .	Laborers . . . .	day	1.75	2.00
Springfield, . . . .	Teamsters . . . .	day	2.00	2.25
Taunton, . . . .	Laborers . . . .	day	1.76	2.00
Waltham, . . . .	Laborers . . . .	day	1.80	2.00
Worcester, . . . .	Single teamsters . . . .	week	11.70	12.60
Worcester, . . . .	Double teamsters . . . .	week	12.60	13.50
<i>Town Employees.</i>				
Great Barrington, . .	Laborers . . . .	day	1.50	1.75
Monson, . . . .	Laborers . . . .	day	1.50	1.75
West Springfield, . .	Laborers . . . .	day	1.60	1.75



Table A — Changes in Recognized Standard Rates of Wages in 1907  
— Concluded.

INDUSTRIES AND LOCALITIES.	Occupations	WAGES		
		Unit	Rates Before Change	Rates After Change
<b>Woodworking and Furniture.</b>				
<i>Cooperage.</i>				
Boston, . . . . .	Coopers . . . . .	week	\$15.00	\$16.50
Boston, . . . . .	Brewery coopers . . . . .	week	21.00	24.00
<b>Miscellaneous.</b>				
<i>Barbering.</i>				
Milford, . . . . .	Barbers . . . . .	week	12.00	13.00
Pittsfield, . . . . .	Barbers . . . . .	week	12.00	14.00
Taunton, . . . . .	Barbers . . . . .	week	12.00	13.00
Waltham, . . . . .	Barbers . . . . .	week	12.00	14.00

Table B — Changes in Recognized Hours of Labor in 1907.

LOCALITIES.	Occupations	WEEKLY HOURS OF LABOR	
		Before Change	After Change
Agawam, . . . . .	Woolen mill operatives . . . . .	60	58
Andover, . . . . .	Woolen weavers and wool sorters . . . . .	58	55
Boston, . . . . .	Bakers . . . . .	60	54
Boston, . . . . .	Barbers . . . . .	78	67
Boston, . . . . .	Bookbinders . . . . .	54	48
Boston, . . . . .	Brass workers, metal polishers, platers, buffers, and chandelier workers . . . . .	54	48
Boston, . . . . .	Cement workers' laborers . . . . .	54	48
Boston, . . . . .	Artificial stone masons . . . . .	54	48
Boston, . . . . .	Ferry boat employees . . . . .	56	48
Boston, . . . . .	Linemen . . . . .	54	48
Boston, . . . . .	Plumbers . . . . .	48	44
Boston, . . . . .	Ship machinery and derrick riggers . . . . .	54	48
Boston, . . . . .	Organ builders . . . . .	54	50
Cambridge, . . . . .	Bookbinders . . . . .	54	48
Chicopee, . . . . .	Brewery workmen . . . . .	54	48
Clinton, . . . . .	Painters . . . . .	54	48
Colrain, . . . . .	Cotton-mill operatives . . . . .	63	58
Fall River, . . . . .	Tinsmiths . . . . .	54	48
Fitchburg, . . . . .	Paper-mill employees . . . . .	72	48
Gardner, . . . . .	Machinists . . . . .	60	54
Gardner, . . . . .	Carpenters . . . . .	54	48
Gardner, . . . . .	Painters . . . . .	54	48
Gloucester, . . . . .	Employees on wharves and in fish lofts . . . . .	60	54
Hardwick, . . . . .	Paper-mill employees . . . . .	66	48
Holyoke, . . . . .	Brewery workmen . . . . .	54	48
Holyoke, . . . . .	Paper-mill employees . . . . .	62½	48
Hudson, . . . . .	Rubber factory (all employees) . . . . .	59½	54
Leominster, . . . . .	Paper-mill employees . . . . .	60	48
Lowell, . . . . .	Machinists . . . . .	50	58
Lowell, . . . . .	Carriage makers . . . . .	59	54
Lynn, . . . . .	Electrical apparatus employees . . . . .	56	55
Lynn, . . . . .	Grain counter workers . . . . .	59	55
Malden and Melrose, . . . . .	Rubber factory employees . . . . .	60	54
Middleborough, . . . . .	Woolen-mill operatives . . . . .	60	58
Milford, . . . . .	Painters and paperhangers . . . . .	54	48
Newburyport, . . . . .	Shoe cutters . . . . .	{ 59 } 60	54
Northbridge, . . . . .	Machinists . . . . .	60	57
Southbridge, . . . . .	Cutlery workers . . . . .	58	55
Southbridge, . . . . .	Optical goods employees . . . . .	{ 58 } 59	55
Southbridge, . . . . .	Tinsmiths, plumbers, and steamfitters . . . . .	54	48
Springfield, . . . . .	Brewery workmen, bottlers, and drivers . . . . .	54	48
Waltham, . . . . .	Barbers . . . . .	75	63½
Webster, . . . . .	Painters and paperhangers . . . . .	54	48

Table C—Detailed Statement of the Principal Changes in Rates of

NOTE. In cities and towns where there were less than three establishments affected by statistics of individual

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
	<b>Building and Stone Working.</b>					
	<i>Building Trades.</i>					
1	Athol, . . . .	Carpenters, . . . .	May	75	—	hour
2	Boston, . . . .	Roofers, . . . .	Jan.	215	—	day
3	Boston, . . . .	Stone and brick pointers, .	Apr.	50	—	hour
4	Boston, . . . .	Artificial stone (cement) masons.	May	26	—	hour
5	Boston, . . . .	Artificial stone (cement) helpers.	May	71	—	hour
6	Boston, . . . .	Elevator constructors, me- chanics.	May	60	—	day
7	Boston, . . . .	Elevator constructors' helpers.	May	45	—	day
8	Boston, . . . .	Carpenters, . . . .	May	6,000	—	hour
9	Boston, . . . .	Lathers, . . . .	May	200	—	a thou- sand
10	Boston, . . . .	Lathers (metal), . . . .	May	30	—	day
11	Boston, . . . .	Lathers (metal), . . . .	June	126	—	hour
12	Boston, . . . .	Wharf and bridge carpen- ters.	June	115	—	hour
13	Boston, . . . .	Wharf and bridge carpen- ters.	June	110	—	hour
14	Boston, . . . .	Painters, . . . .	June	1,000	—	hour
15	Boston, . . . .	Plumbers, . . . .	June	300	—	hour
16	Boston, . . . .	Plasterers, . . . .	July	400	—	hour
17	Boston, . . . .	Steamfitters' helpers, . .	Aug.	90	—	hour
18	Brockton, . . . .	Bricklayers and plasterers,	Apr.	45	—	hour
19	Brockton, . . . .	Painters, . . . .	Apr.	250	—	day
20	Brockton, . . . .	Carpenters, . . . .	May	550	—	hour
21	Brockton, . . . .	Electrical workers, . . .	May	60	—	day
22	Brockton, . . . .	Roofers, . . . .	May	19	—	day
23	Brockton, . . . .	Lathers, . . . .	May	25	—	a thou- sand
24	Brockton, . . . .	Sheet metal workers, . .	June	25	—	day
25	Danvers, . . . .	Painters, . . . .	Sept.	24	—	day
26	Easthampton, . . . .	Painters, . . . .	Apr.	15	—	day

*Wages during the Year ending September 30, 1907.*

changes in rates of wages, the name of the locality has been omitted in order that the establishments may not be revealed.

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effected	Remarks	
\$0.27½	\$0.31½	—	48	At request of trade union.	Weekly hours of labor reduced from 54 to 48.	1
3.00	3.25	—	48	At request of trade union.	—	2
0.37½	0.45	—	48	At request of trade union.	—	3
0.45	0.50	—	48	At request of trade union and as result of strike.	Hours reduced from nine to eight a day.	4
0.32	0.37	—	48	At request of trade union and as result of strike.	Hours reduced from nine to eight a day.	5
3.60	3.90	—	44	At request of trade union.	—	6
2.50	2.70	—	44	At request of trade union.	—	7
0.41	0.43¾	—	48	By arbitration.	—	8
2.25	2.50	—	44	At request of trade union.	Average daily earnings before change were \$3.60, after change \$4 for ordinary lathing.	9
2.50	2.75	—	44	At request of trade union.		
3.40	4.00	—	44	At request of trade union.	—	10
0.42½	0.47¾	—	44	At request of trade union.	—	11
0.25	0.31¼	—	48	At request of trade union.	—	12
0.31¼	0.37½	—	48	At request of trade union.	—	13
0.37½	0.39½	—	48	At request of trade union.	—	14
0.50	0.55	—	44	At request of trade union and by arbitration.	Weekly hours of labor reduced from 48 to 44.	15
0.55	0.60	—	44	At request of trade union and by arbitration.	—	16
0.25	0.31¼	—	48	At request of trade union.	—	17
0.50	0.55	—	48	At request of trade union.	—	18
2.75	3.00	—	48	At request of trade union.	—	19
0.37½	0.41	—	48	At request of trade union.	—	20
3.30	3.50	—	—	At request of trade union.	—	21
3.00	3.50	—	—	As result of strike.	—	22
2.00	2.25	—	—	At request of trade union.	Average daily earnings before change were \$3.20, after change \$3.60.	23
3.25	3.50	—	48	By arbitration.	—	24
2.25	2.50	—	*8	At request of employees.	—	25
2.25	2.50	—	48	At request of trade union.	—	26

<sup>1</sup> All hours of labor specified are by the week, except those marked with an asterisk (\*) which are by the day.

Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
	<b>Building and Stone Working—Con.</b>					
	<i>Building Trades—Con.</i>					
1	Fall River, . . .	Bricklayers, . . .	May	263	—	day
2	Fall River, . . .	Carpenters, . . .	May	500	—	day
3	Fall River, . . .	Painters, . . .	Sept.	88	—	hour
4	Fitchburg, . . .	Brick masons and plas- terers.	May	40	—	hour
5	Fitchburg, . . .	Carpenters, . . .	May	175	—	hour
6	Gardner, . . .	Carpenters, . . .	May	50	—	day
7	Great Barrington, .	Painters, . . .	Jan.	50	—	day
8	Haverhill, . . .	Plumbers, . . .	July	36	—	hour
9	Leominster, . . .	Carpenters, . . .	May	95	—	hour
10	Lowell, . . .	Painters, . . .	Apr.	80	—	day
11	Lynn, . . .	Plumbers, . . .	June	90	—	day
12	Lynn, . . .	Tinsmiths, . . .	Sept.	40	—	hour
13	Medford, . . .	Painters, . . .	May	30	—	hour
14	Milford, . . .	Painters and paperhangers,	Apr.	45	—	hour
15	Norwood, . . .	Painters, . . .	May	40	—	hour
16	Pittsfield, . . .	Bricklayers, masons, and plasterers.	May	90	—	day
17	Pittsfield, . . .	Lathers, . . .	May	12	—	a thou- sand
18	Quincy, . . .	Painters, paperhangers, and decorators.	May	28	—	day
19	Quincy, . . .	Structural iron workers, .	—	40	—	day
20	Salem and vicinity, .	Carpenters, . . .	May	1,100	—	hour
21	Somerville, . . .	Painters, . . .	May	83	—	hour
22	Springfield, . . .	Bricklayers and plasterers,	Sept.	190	—	hour
23	Webster, . . .	Painters and paper- hangers.	May	35	—	day
24	Westborough, . . .	Painters, . . .	Apr.	20	—	day
25	Worcester, . . .	Painters, . . .	Apr.	265	—	hour
26	South Shore Towns, .	Carpenters, . . .	Apr.	400	—	hour
	<i>Stone Working.</i>					
27	Fall River, . . .	Granite cutters, . . .	May	54	—	day
28	Milford, . . .	Granite cutters and tool sharpeners.	May	211	—	hour
	<i>Building and Street Labor.</i>					
29	Boston, . . .	Artificial stone (cement) laborers.	May	42	—	hour

*Wages during the Year ending September 30, 1907 — Continued.*

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effected	Remarks	
\$1.00	\$1.20	—	—	By arbitration.	—	1
2.80	3.00	—	—	At request of trade union.	—	2
0.31¼	0.34%	—	48	At request of trade union.	—	3
0.50	0.55	—	48	At request of trade union.	—	4
0.32½	0.35	—	48	At request of trade union.	—	5
2.50	2.75	—	*8	At request of trade union.	—	6
2.50	3.00	—	48	At request of trade union.	—	7
0.37½	0.405½	—	48	As result of strike.	—	8
0.35	0.37½	—	48	At request of trade union.	—	9
2.25	2.50	—	*8	At request of trade union.	—	10
3.75	4.00	—	48	At request of trade union.	—	11
0.43¾	0.50	—	*8	At request of trade union.	—	12
0.31¼	0.37½	—	*8	At request of trade union.	—	13
0.27½	0.31¼	—	48	At request of trade union.	Weekly hours of labor reduced from 54 to 48.	14
0.31¼	0.35	—	*8	At request of trade union.	—	15
4.00	4.50	—	48	At request of trade union.	—	16
2.00	2.25	—	48	At request of trade union.	Average daily earnings increased from \$3.20 to \$4.	17
2.50	3.00	—	*8	At request of trade union.	—	18
3.50	4.00	—	*8	At request of trade union.	Daily hours of labor reduced from nine to eight.	19
0.37½	0.41	—	48	At request of trade union.	—	20
0.35	0.37½	—	*8	At request of trade union.	—	21
0.50	0.55	—	48	At request of trade union.	—	22
{ 1.50 2.00 }	{ 2.25 2.50 }	—	*8	At request of trade union.	Daily hours of labor reduced from nine to eight.	23
2.25	2.50	—	48	At request of trade union.	—	24
0.35	0.37½	—	48	At request of trade union.	—	25
0.37½	0.41	—	48	At request of trade union.	—	26
3.00	3.25	—	48	At request of trade union and as result of strike.	—	27
0.40	0.42	—	48	As result of strike.	—	28
0.20	0.25	—	48	At request of trade union.	Weekly hours of labor reduced from 54 to 48.	29

<sup>1</sup> See foot-note on page 617.



Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages — Unit
				Males	Females	
	<b>Building and Stone Working — Con.</b>					
	<i>Building and Street, Labor — Con.</i>					
1	Boston, . . . .	Artificial stone (cement) laborers.	May	67	—	hour
2	Boston, . . . .	Artificial stone (cement) laborers.	May	34	—	hour
3	Brockton, . . . .	Laborers, . . . .	May	40	—	day
4	Pittsfield, . . . .	Laborers and excavators, .	May	215	—	hour
	<b>Clothing.</b>					
	<i>Boots and Shoes.</i>					
5	Brockton, . . . .	Treers, . . . .	Feb.	76	—	day
6	Brockton, . . . .	Packers and dressers, .	Feb.	100	—	day
7	Brockton, . . . .	Outside cutters, . . .	May	650	—	week
8	Brockton, . . . .	Packers and dressers, .	Aug.	100	—	day
9	Haverhill, . . . .	Cutters, . . . .	Dec.	750	—	week
10	<i>Hats, Caps, and Furs.</i> Boston, . . . .	Cap makers, . . . .	July	38	14	—
	<i>Garments.</i>					
11	Fitchburg, . . . .	Tailors, . . . .	Oct.	14	3	week
12	Holyoke, . . . .	Tailors, . . . .	May	25	—	week
	<b>Food, Liquors, and Tobacco.</b>					
	<i>Food Products.</i>					
13	Boston, . . . .	Fish handlers, . . . .	June	25	—	hour
	<i>Liquors.</i>					
14	Fall River, . . . .	Brewery workers, . . .	June	67	—	week
15	Fall River, . . . .	Brewery workers, . . .	July	37	—	week
	<i>Tobacco.</i>					
16	Boston, . . . .	Tobacco strippers, . . .	June	—	383	week
17	Boston, . . . .	Tobacco strippers, . . .	June	—	105	week
18	Holyoke, . . . .	Cigar makers, . . . .	Oct.	62	—	week
	<b>Leather and Rubber Goods.</b>					
	<i>Leather.</i>					
19	Boston, . . . .	Harness makers, . . .	Apr.	100	—	week
	<i>Rubber.</i>					
20	—	Rubber boot makers, . .	Mar.	115	—	—
21	—	Arctic makers, . . . .	Mar.	92	—	—

<sup>1</sup> See foot-note on page 617.<sup>2</sup> Week work.

*Wages during the Year ending September 30, 1907—Continued.*

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effectuated	Remarks	
\$0.25	\$0.28	—	48	As result of strike.	Weekly hours of labor reduced from 54 to 48.	1
0.25	0.28½	—	48	As result of strike.	Weekly hours of labor reduced from 54 to 48.	2
2.65	2.80	—	* 8	At request of trade union.	—	3
0.25	0.31¼	—	48	At request of trade union.	—	4
2.50	3.00	—	—	At request of trade union.	—	5
1.75	2.00	—	—	At request of trade union.	—	6
16.50	18.00	—	54	At request of trade union.	—	7
1.50	1.75	—	—	At request of trade union.	—	8
15.50	16.00	—	54	At request of trade union.	—	9
<sup>2</sup> 12.00	<sup>3</sup> 14.00	—	55½	At request of trade union.	<sup>4</sup> Weekly hours of labor reduced from 58½ to 55½.	10
13.50	15.00	—	* 10	At request of trade union.	—	11
12.00	13.00 and 14.00	—	—	At request of trade union.	—	12
0.25	0.27½	—	60	At request of employees.	—	13
—	Increase of \$1	—	—	As result of strike.	—	14
—	Increase of \$1	—	—	At request of trade union.	—	15
—	Increase of \$1	Increase of one-half cent a pound for filling.	45	As result of strike.	—	16
—	Increase of \$1	—	45	At request of trade union.	—	17
—	Increase of \$1	—	—	At request of trade union.	—	18
15.00	16.00	—	—	At request of trade union.	—	19
—	—	+7.3	—	At request of employees.	—	20
—	—	+6.7	—	At request of employees.	—	21

<sup>3</sup> Piece work.<sup>4</sup> During June, July, and August 52½ hours.

Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect.	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages — Unit
				Males	Females	
	<b>Metals, Machinery, and Shipbuilding.</b>					
	<i>Iron and Steel Manu- facture.</i>					
1	Athol, . . . .	Tool makers, . . . .	Aug.	255	10	week
2	Boston, . . . .	Boilermakers, . . . .	May	48	—	—
3	Boston, . . . .	Boilermakers, . . . .	May	33	—	—
4	Boston, . . . .	Horseshoers, . . . .	May	17	—	week
5	Boston, . . . .	Boilermakers, . . . .	June	204	—	—
6	Boston, . . . .	Machinists, pattern makers, and blacksmiths.	June	154	—	—
7	Bridgewater, . . . .	Tack makers, . . . .	June	34	—	week
8	Cambridge, . . . .	Machinists, . . . .	May	130	—	hour
9	Cambridge, . . . .	Pattern makers, . . . .	May	25	—	hour
10	Cambridge, . . . .	Blacksmiths, . . . .	May	17	—	hour
11	Cambridge, . . . .	Boilermakers, . . . .	May	30	—	—
12	Cambridge, . . . .	Boilermakers and others, . . . .	May	28	—	—
13	—	Toolmakers, . . . .	Jan.	340	—	—
14	Malden, . . . .	Boilermakers' helpers, . . . .	Nov.	75	—	day
15	Northbridge, . . . .	Machinists, . . . .	Mar.	2,015	33	day
16	Taunton, . . . .	Molders, . . . .	Mar.	128	—	week
17	Taunton, . . . .	Molders, . . . .	Apr.	37	—	—
18	Wakefield, . . . .	Molders, . . . .	Apr.	60	—	—
19	Waltham, . . . .	Foundry helpers, . . . .	May	100	—	day
20	Waltham, . . . .	Molders, . . . .	June	35	—	day
21	Watertown, . . . .	Molders, . . . .	Apr.	120	—	—
	<i>Miscellaneous Metal Trades.</i>					
22	Boston, . . . .	Brass molders and finishers, . . . .	Apr.	30	—	day
23	Quincy, . . . .	Metal polishers, buffers, and platers.	Apr.	16	—	day
	<i>Shipbuilding.</i>					
24	Boston, . . . .	Iron ship builders, . . . .	May	36	—	—
25	Boston, . . . .	Ship painters, . . . .	May	15	—	week
26	Boston, . . . .	Ship painters, . . . .	Sept.	63	—	week
	<i>Stationary Enginemen.</i>					
27	Boston, . . . .	Trolley and cable men, . . . .	Feb.	75	—	week

*Wages during the Year ending September 30, 1907 — Continued.*

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effected	Remarks	
\$7.50 to \$21.00	\$1.50 a week increase—\$9.00 to \$22.50.	—	54	At request of trade union.	—	1
—	Increase of 9½ per cent.	—	54	As result of strike and arbitration.	—	2
—	Increase of 7½ per cent.	—	—	At request of trade union.	—	3
17.00	19.00	—	—	As result of strike.	—	4
—	Increase of 9½ per cent.	—	—	At request of trade union, also as result of strike and arbitration.	—	5
—	Increase of 7½ per cent.	—	—	Voluntary.	—	6
9.00	10.50	—	—	At request of employees.	—	7
0.25	0.27½	—	55	At request of employees.	—	8
0.33	0.35	—	55	At request of employees.	—	9
0.34	0.36	—	55	At request of employees.	—	10
—	Increase of 7½ per cent.	—	55	At request of trade union.	—	11
—	Increase of 6.76 per cent.	—	54	At request of trade union.	—	12
—	Increase of 10 cents a day.	—	—	Voluntary.	—	13
2.25	2.50	—	54	At request of trade union, also as result of strike.	—	14
1.83	1.95	—	57	Voluntary.	Weekly hours of labor reduced from 60 to 57.	15
27.70	29.14	—	54	At request of trade union.	—	16
—	—	+5	42	At request of trade union.	Before wage increase molders earned from \$3.50 to \$7.00 a day.	17
—	—	+5	—	At request of trade union.	Weekly wage scale after change ranged from \$15 to \$30.	18
1.75	1.85	—	—	As result of strike.	—	19
2.75	2.85	—	—	At request of employees.	—	20
—	—	+5	—	At request of trade union.	—	21
2.75	3.00	—	54	At request of trade union.	—	22
2.75	3.00	—	54	As result of strike.	—	23
—	7½ per cent increase.	—	—	At request of trade union.	—	24
18.00	18.96	—	—	As result of strike.	—	25
18.00	18.96	—	—	As result of strike.	—	26
16.50	18.00	—	2 57½	At request of trade union.	—	27

<sup>1</sup> See foot-note on page 617.<sup>2</sup> Average for year.

Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
	<b>Metals, Machinery, and Shipbuilding</b> —Con.					
	<i>Stationary Enginemen</i> —Con.					
1	Boston, . . . .	Tower men, . . . .	Feb.	75	—	week
2	Peabody, . . . .	Stationary firemen, . . . .	Feb.	13	—	week
3	Peabody, . . . .	Stationary firemen, . . . .	Aug.	13	—	week
4	Worcester, . . . .	Hoisting and portable en- gineers.	May	19	—	hour
	<b>Paper and Paper Goods.</b>					
5	—	Firemen, . . . .	Dec.	25	—	week
6	—	Paper cutters, . . . .	June	—	99	day
	<b>Printing and Allied Trades.</b>					
7	Boston, . . . .	Cylinder pressmen, . . . .	June	275	—	week
8	Boston, . . . .	Job pressmen, . . . .	June	225	—	week
9	Boston, . . . .	Feeders and assistants, . . . .	June	550	—	week
10	Brockton, . . . .	Compositors, . . . .	May	32	—	week
11	Lowell, . . . .	Compositors, . . . .	Sept.	34	7	week
	<b>Public Employment.</b>					
	<i>City Employees.</i>					
12	Boston, . . . .	Bath dept. employees, . . . .	July	120	—	week
13	Boston, . . . .	Bridge dept. employees, . . . .	July	5	—	week
14	Boston, . . . .	Cemetery dept. laborers, . . . .	July	64	—	day
15	Boston, . . . .	Ferry dept. employees, . . . .	July	17	—	week
16	Boston, . . . .	Park dept. laborers and teamsters.	July	230	—	day
17	Boston, . . . .	Public Grounds dept. la- borers.	July	64	1	week
18	Boston, . . . .	Sanitary dept. laborers, . . . .	July	524	—	day
19	Boston, . . . .	Sewer dept. laborers, an other employees.	July	306	—	day
20	Boston, . . . .	Street cleaning and water- ing dept. laborers.	July	358	—	day
21	Boston, . . . .	Street dept. laborers, . . . .	July	320	—	day
22	Boston, . . . .	Street dept. laborers, . . . .	July	83	—	day
23	Boston, . . . .	City street lamp lighters, . . . .	July	125	—	week
24	Boston, . . . .	Water dept. laborers, . . . .	July	239	—	day
25	Boston, . . . .	Water dept. laborers, . . . .	July	43	—	day
26	Boston, . . . .	Water dept. laborers, . . . .	July	48	—	day
27	Boston, . . . .	Water dept. skilled work- men.	July	10	—	day
28	Fall River, . . . .	Laborers, . . . .	June	300	—	hour
29	Lowell, . . . .	Laborers, . . . .	Sept.	50	—	day
30	Melrose, . . . .	Laborers, . . . .	Apr.	165	—	day
31	North Adams, . . . .	Laborers, . . . .	June	100	—	week
32	Springfield, . . . .	Laborers, . . . .	Dec.	122	—	day
33	Springfield, . . . .	Teamsters, . . . .	Dec.	20	—	day
34	Taunton, . . . .	Laborers, . . . .	May	80	—	day
35	Waltham, . . . .	Laborers, . . . .	May	35	—	day
36	Worcester, . . . .	Laborers, . . . .	Apr.	34	—	hour

1 See foot-note on page 617,



Wages during the Year ending September 30, 1907 — Continued.

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effected	Remarks	
\$18.00	\$19.00	—	<sup>2</sup> 57½	At request of trade union.	—	1
12.00	14.00	—	48	At request of employees.	Weekly hours of labor reduced from 72 to 48.	2
14.00	15.00	—	48	At request of employees.	—	3
0.37½	0.40	—	48	At request of trade union.	—	4
12.00	13.20	—	48	Voluntary.	Weekly hours of labor reduced from 72 to 48.	5
1.10	1.10 to 1.25	—	—	Voluntary.	—	6
20.00	21.00	—	54	At request of trade union.	—	7
15.50	16.50	—	54	At request of trade union.	—	8
13.00	14.00	—	54	At request of trade union.	—	9
19.00	<sup>3</sup> 20.00	—	48	By arbitration.	—	10
{ day work \$15 night work \$18 }	{ 16.50 19.50 }	—	48	At request of trade union.	—	11
12.00	13.50	—	*8	Voluntary.	—	12
12.00	13.50	—	*8	Voluntary.	—	13
2.00	2.25	—	*8	Voluntary.	—	14
12.00	13.50	—	*8	Voluntary.	—	15
2.00	2.25	—	*8	Voluntary.	—	16
12.00	13.50	—	44	Voluntary.	—	17
2.00	2.25	—	*8	Voluntary.	—	18
2.00	2.25	—	*8	Voluntary.	—	19
2.00	2.25	—	*8	Voluntary.	—	20
2.00	2.25	—	*8	Voluntary.	—	21
2.10	2.25	—	*8	Voluntary.	—	22
14.00	15.75	—	*8	Voluntary.	—	23
2.00	2.25	—	*8	Voluntary.	—	24
2.10	2.25	—	*8	Voluntary.	—	25
2.20	2.25	—	*8	Voluntary.	—	26
3.28	3.50	—	*8	At request of trade union.	—	27
0.25	0.28½	—	48	Voluntary.	—	28
1.75	2.00	—	48	Voluntary.	—	29
2.00	2.25	—	48	At request of employees.	—	30
9.00	10.50	—	48	At request of employees.	—	31
1.75	2.00	—	48	Voluntary.	—	32
2.00	2.25	—	48	Voluntary.	—	33
1.76	2.00	—	*8	Voluntary.	—	34
1.80	2.00	—	*8	As result of strike.	—	35
{ 0.19½ 0.21 }	{ 0.21 0.22½ }	—	60	Voluntary.	—	36

<sup>2</sup> Average for year.<sup>3</sup> With back pay from April 1, 1906, date of original demand.

Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
	<b>Public Employment</b> —Con.					
	<i>Town Employees.</i>					
1	Clinton, . . . .	Laborers, . . . .	Apr.	15	—	week
2	Monson, . . . .	Laborers, . . . .	May	75	—	day
3	West Springfield, . .	Laborers, . . . .	Apr.	16	—	day
	<i>Government Employees.</i>					
4	Boston, . . . .	Navy yard employees, .	Feb.	916	—	day
5	Boston, . . . .	Navy yard employees, .	Feb.	1,329	—	day
6	Springfield, . . . .	Machinists, millers, profil- ers, and other employees.	July	174	—	day
7	<i>State Employees.</i> —	Water and sewerage board employees.	Apr.	274	—	week
8	Danvers, . . . .	Nurses, . . . .	Aug.	60	75	week
9	Northampton, . . . .	Nurses, . . . .	May	5	75	week
10	Palmer, . . . .	Nurses, . . . .	June	45	40	week
11	Waverley, . . . .	Cooks, maids, attendants, porters, gardener, driver, engineers, and steamfit- ters.	May	27	21	week
	<b>Textiles.</b> <i>Bleaching, Dyeing, and Printing.</i>					
12	—	Employees, . . . .	Apr.	226	—	week
13	—	Folders, . . . .	June	27	—	week
14	—	Folders, . . . .	May	21	—	week
15	—	Machine hands, . . . .	May	—	39	week
16	—	Machine tenders, . . . .	May	30	—	week
17	—	Machine tenders, . . . .	May	41	—	week
18	—	Folders, . . . .	Sept.	21	—	week
19	—	Machine hands, . . . .	Sept.	—	39	week
20	—	Machine tenders, . . . .	Sept.	30	—	week
21	—	Machine tenders, . . . .	Sept.	41	—	week
22	—	Cambric finishers, . . . .	July	58	4	—

*Wages during the Year ending September 30, 1907 — Continued.*

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effected	Remarks	
\$10.50	\$12.00	—	54	Voluntary.	—	1
1.50	1.75	—	54	Voluntary.	—	2
1.60	1.75	—	48	Voluntary.	—	3
1.52 to 3.04	Increase of 8 cents.	—	48	Voluntary.	—	4
2.00 to 6.00	Increase ranged from 8 cents to 96 cents.	—	48	Voluntary.	—	5
1.00 to 3.50	1.50 to 3.75	—	—	Voluntary.	—	6
—	Increases ranged from 29 cents to \$3.74; two decreases, one of 26 cents and one of 50 cents.	—	48	Voluntary.	—	7
{ 16.50 18.50 23.00 26.00	{ 20.00 25.00 25.00 30.00	—	—	Voluntary.	—	8
—	Increase of 47 cents.	—	—	At request of employees.	—	9
—	—	—	—	Voluntary.	—	10
—	21 females and 12 males received increases varying from 5 cents to \$1.33 a week, and 15 males received decreases varying from 10 to 24 cents a week.	—	—	Voluntary.	Hours regulated to be 10 a day except for steamfitters whose hours were reduced from 9 to 8.	11
4.00 to 8.00	4.50 to 8.50	—	—	Voluntary.	Wage increase amounted to 50 cents a week for each class of work.	12
12.00	13.50	—	58	At request of employees.	—	13
11.44	11.97	—	58	At request of employees.	—	14
5.80	5.90	—	58	At request of employees.	—	15
8.12	8.41	—	58	At request of employees.	—	16
7.54	7.83	—	58	At request of employees.	—	17
11.97	12.50	—	58	At request of employees.	—	18
5.90	6.00	—	58	At request of employees.	—	19
8.41	8.70	—	58	At request of employees.	—	20
7.83	8.12	—	58	At request of employees.	—	21
—	—	+11.72	—	Voluntary.	—	22

<sup>1</sup> See foot-note on page 617.

Table C—Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
	Textiles—Con.					
	Cotton Goods.					
1	Adams, . . . .	Weavers, . . . .	Nov.	160	160	—
2	Adams, . . . .	Operatives and other em- ployees.	Dec. and Jan.	1,971	1,468	—
3	Adams, . . . .	Operatives, . . . .	May	1,269	1,066	—
4	Adams, . . . .	Operatives and other em- ployees.	June	695	419	—
5	—	Operatives and other em- ployees.	Nov.	296	382	—
6	—	Operatives and other em- ployees.	May	302	380	—
7	—	Operatives, . . . .	Dec.	248	247	—
8	—	Operatives, . . . .	May	247	247	—
9	—	Operatives, . . . .	Dec.	858	1,157	—
10	—	Operatives, . . . .	Jan.	563	758	—
11	—	Operatives, . . . .	June	845	1,298	—
12	—	Operatives, . . . .	June	563	758	—
13	—	Operatives and other em- ployees.	Dec.	1,211	719	—
14	—	Operatives and other em- ployees.	June	1,241	697	—
15	Fall River, . . .	Operatives, . . . .	Nov.	10,063	9,589	—
16	Fall River, . . .	Operatives, . . . .	Nov.	2,545	2,851	—
17	Fall River, . . .	Operatives, . . . .	Dec.	400	140	—
18	Fall River, . . .	Operatives, . . . .	Dec.	350	325	—
19	Fall River, . . .	Operatives, . . . .	Dec.	45	52	—
20	Fall River, . . .	Weavers, . . . .	Mar.	50	50	hour
21	Fall River, . . .	Operatives, . . . .	May	10,492	9,754	—
22	Fall River, . . .	Operatives, . . . .	May	2,651	2,834	—
23	Fall River, . . .	Operatives, . . . .	May	42	49	—
24	Fall River, . . .	Carders, . . . .	May	64	68	week
25	Fall River, . . .	Frame spinners, . . .	May	40	105	week
26	Fall River, . . .	Mule spinners, . . .	May	21	—	week
27	Fall River, . . .	Spoolers, . . . .	May	—	105	week
28	Fall River, . . .	Weavers, . . . .	May	175	175	week
29	Fall River, . . .	Operatives, . . . .	June	399	339	—
30	—	Operatives, . . . .	Dec.	108	249	—
31	—	Operatives, . . . .	Jan.	614	380	—
32	—	Operatives, . . . .	Jan.	23	226	—
33	—	Operatives, . . . .	Apr.	148	204	—
34	—	Operatives, . . . .	June	554	380	—
35	—	Operatives, . . . .	Dec.	107	70	—
36	—	Operatives, . . . .	Dec.	265	209	—
37	—	Operatives, . . . .	May	107	70	—
38	—	Operatives, . . . .	May	265	209	—
39	—	Operatives, . . . .	June	257	202	—
40	—	Operatives, . . . .	Jan.	576	732	—
41	—	Operatives, . . . .	May	568	723	—
42	—	Operatives, . . . .	June	388	664	—
43	Lawrence, . . .	Operatives, . . . .	Dec.	4,109	3,464	—
44	Lawrence, . . .	Operatives, . . . .	June	4,149	3,513	—
45	Lowell, . . . .	Operatives, . . . .	Dec.	6,303	5,321	—
46	Lowell, . . . .	Operatives, . . . .	June	7,191	6,136	—
47	—	Operatives, . . . .	Dec.	130	142	—
48	—	Operatives, . . . .	June	126	130	—
49	—	Employees, . . . .	Feb.	53	60	—
50	—	Spinners and carders, .	Oct.	19	47	—

<sup>1</sup> See foot-note on page 617.

*Wages during the Year ending September 30, 1907 — Continued.*

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effectuated	Remarks	
-	-	+5	58	As result of strike.	-	1
-	-	+5	58	Voluntary.	-	
-	-	+10	-	Voluntary.	-	3
-	-	+5	58	Voluntary.	-	4
-	-	+10	58	Voluntary.	-	5
-	-	+8	58	Voluntary.	-	6
-	-	+7½	-	Voluntary.	-	7
-	-	+10	-	Voluntary.	-	8
-	-	+4¾	58	Voluntary.	-	9
-	-	<sup>2</sup> +3	-	Voluntary.	-	10
-	-	+5	58	Voluntary.	-	11
-	-	<sup>2</sup> +3	-	Voluntary.	-	12
-	-	+5	58	Voluntary.	-	13
-	-	+5	58	Voluntary.	-	14
-	-	+10	58	At request of trade union.	-	15
-	-	+10	58	Voluntary.	-	16
-	-	+10	-	At request of trade union.	-	17
-	-	+5	58	At request of trade union.	-	18
-	-	<sup>3</sup> +5	-	Voluntary.	-	19
{ \$0.40	\$0.41½	-	58	As result of strike.	-	20
{ 0.45	0.47½	-	58	At request of trade union.	-	21
-	-	+10	58	Voluntary.	-	22
-	-	+5	-	Voluntary.	-	23
8.00	9.00	-	-	At request of employees.	-	24
7.00	8.00	-	-	At request of employees.	-	25
13.50	15.00	-	-	At request of employees.	-	26
6.00	7.00	-	-	At request of employees.	-	27
9.00	11.00	-	-	At request of employees.	-	28
-	-	<sup>3</sup> +9	58	Voluntary.	-	29
-	-	+5	58	Voluntary.	-	30
-	-	+5	-	Voluntary.	-	31
-	-	<sup>3</sup> +10	58	Voluntary.	-	32
-	-	+5	58	Voluntary.	-	33
-	-	+5	-	Voluntary.	-	34
-	-	+7	58	Voluntary.	-	35
-	-	+7½	58	Voluntary.	-	36
-	-	+6.34	-	Voluntary.	-	37
-	-	+10	58	Voluntary.	-	38
-	-	+5	-	Voluntary.	-	39
-	-	+6½	-	At request of trade union.	-	40
-	-	+7	-	At request of trade union.	-	41
-	-	+7½	58	Voluntary.	-	42
-	-	+5	-	Voluntary.	-	43
-	-	+5	-	Voluntary.	-	44
-	-	+5	58	Voluntary.	-	45
-	-	+5	58	Voluntary.	-	46
-	-	+5	58	Voluntary.	-	47
-	-	+5	58	Voluntary.	-	48
-	-	+5	58	Voluntary.	-	49
-	-	+10	58	Voluntary.	-	50

<sup>2</sup> Approximate.<sup>3</sup> Average.



Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages — Unit
				Males	Females	
	<b>Textiles — Con.</b>					
	<i>Cotton Goods — Con.</i>					
1	New Bedford, . . .	Operatives, . . .	Dec.	7,892	6,545	—
2	New Bedford, . . .	Operatives, . . .	Dec.	1,911	1,201	—
3	New Bedford, . . .	Operatives, . . .	May	6,736	5,798	—
4	New Bedford, . . .	Operatives, . . .	May	3,275	2,150	—
5	New Bedford, . . .	Operatives, . . .	June	139	74	—
6	—	Operatives, . . .	Dec.	105	100	—
7	—	Operatives, . . .	June	100	97	—
8	North Adams, . . .	Operatives, . . .	Dec.	1,003	769	—
9	North Adams, . . .	Operatives, . . .	May	895	770	—
10	—	Operatives, . . .	Dec.	658	536	—
11	—	Operatives, . . .	May	192	272	—
12	—	Operatives, . . .	May	510	205	—
13	Palmer, . . .	Operatives and other em- ployees.	Feb.	1,178	766	—
14	—	Operatives, . . .	Dec.	98	96	—
15	—	Operatives, . . .	May	98	96	—
16	—	Operatives, . . .	Dec.	593	808	—
17	—	Operatives, . . .	June	593	808	—
18	—	Operatives, . . .	Jan.	75	60	—
19	—	Operatives, . . .	June	75	90	—
20	—	Operatives, . . .	Jan.	178	80	—
21	—	Operatives, . . .	June	178	80	—
22	—	Operatives, . . .	Dec.	359	256	—
23	—	Operatives, . . .	May	359	256	—
24	—	Operatives, . . .	Nov.	190	150	—
25	—	Operatives, . . .	Jan.	23	5	—
26	—	Operatives, . . .	Jan.	1,159	773	—
27	—	Operatives, . . .	May	203	162	—
28	—	Operatives, . . .	May	1,275	889	—
29	—	Operatives, . . .	Dec.	96	62	—
30	—	Operatives, . . .	May	97	63	—
31	—	Operatives, . . .	June	386	386	—
32	—	Operatives, . . .	Feb.	515	291	—
33	—	Operatives, . . .	May	400	314	—
34	—	Operatives, . . .	Dec.	142	85	—
35	—	Operatives, . . .	May	142	86	—
	<i>Flax, Hemp, and Jute Goods.</i>					
36	—	Employees, . . .	Jan.	30	64	—
37	—	Employees, . . .	June	30	64	—
38	—	Operatives, . . .	Jan.	298	299	—
	<i>Hosiery and Knit Goods.</i>					
39	—	Operatives, . . .	Dec.	1,298	2,784	—
40	—	Operatives, . . .	June	43	39	—
41	—	Operatives, . . .	July	1,255	2,745	—
42	—	Operatives, . . .	Feb.	940	1,069	—
	<i>Woolen and Worsted Goods.</i>					
43	—	Wool sorters, . . .	Sept.	50	—	week
44	—	Operatives, . . .	Oct.	111	468	—
45	—	Operatives, . . .	Mar.	72	159	—
46	—	Operatives, . . .	July	1,010	918	—
47	—	Operatives, . . .	Jan.	3,103	3,149	week

<sup>1</sup> See foot-note on page 617.

*Wages during the Year ending September 30, 1907 — Continued.*

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effected	Remarks	
-	-	+ 7½	58	At request of trade union.	-	1
-	-	+ 7	58	Voluntary.	-	2
-	-	+ 10	58	At request of trade union.	-	3
-	-	+ 10	58	Voluntary.	-	4
-	-	+ 10	58	At request of trade union.	-	5
-	-	+ 5	-	At request of trade union.	-	6
-	-	+ 5	-	At request of trade union.	-	7
-	-	+ 5	58	Voluntary.	-	8
-	-	+ 10	58	Voluntary.	-	9
-	-	+ 7	58	Voluntary.	-	10
-	-	+ 8	58	Voluntary.	-	11
-	-	+ 10	58	Voluntary.	-	12
-	-	About + 6	58	Voluntary.	-	13
-	-	+ 7½	-	At request of trade union.	-	14
-	-	+ 10	-	At request of trade union.	-	15
-	-	+ 5	58	Voluntary.	-	16
-	-	+ 5	58	Voluntary.	-	17
-	-	+ 5 to 7½	-	-	-	18
-	-	+ 7½	-	-	-	19
-	-	+ 10	-	Voluntary.	-	20
-	-	+ 10	-	Voluntary.	-	21
-	-	+ 7½	-	At request of trade union.	-	22
-	-	+ 10	-	At request of trade union.	-	23
-	-	+ 10	-	-	-	24
-	-	+ 5	58	At request of trade union.	-	25
-	-	+ 5	58	Voluntary.	-	26
-	-	+ 10	58	Voluntary.	-	27
-	-	+ 10	58	Voluntary.	-	28
-	-	+ 6.45	58	Voluntary.	-	29
-	-	+ 8	58	Voluntary.	-	30
-	-	+ 5	-	Voluntary.	-	31
-	-	+ 10	58	As result of strike.	-	32
-	-	+ 10	-	Voluntary.	-	33
-	-	+ 10	-	Voluntary.	-	34
-	-	+ 10	58	Voluntary.	-	35
-	-	+ 5	-	Voluntary.	-	36
-	-	+ 5	-	Voluntary.	-	37
-	-	+ 10	58	Voluntary.	-	38
-	-	+ 5	-	Voluntary.	-	39
-	-	+ 5	-	Voluntary.	-	40
-	-	+ 5	-	Voluntary.	-	41
-	-	+ 7	-	At request of trade union.	-	42
\$15.00	\$16.50	-	-	At request of employees.	-	43
-	-	+ 6 to 10	58	At request of employees.	-	44
-	-	+ 7½	58	Voluntary.	-	45
-	-	+ 5	58	Voluntary.	-	46
28.55	8.99	-	58	Voluntary.	-	47

<sup>2</sup> Average earnings.

Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
	<b>Textiles — Con.</b>					
	<i>Woolen and Worsted Goods — Con.</i>					
1	—	Wool sorters, . . . . .	Jan.	180	—	week
2	—	Dye house, wool house, and yard laborers. . . . .	Apr.	188	—	week
3	—	Weavers, . . . . .	May	650	350	—
4	—	Operatives, . . . . .	Jan.	169	72	—
5	—	Operatives, . . . . .	Mar.	158	76	—
6	—	Operatives, . . . . .	June	180	105	—
7	—	Dye house employees, . . . . .	Mar.	24	—	week
8	—	Common help, . . . . .	Mar.	68	—	week
9	—	Weavers, . . . . .	Apr.	10	28	—
10	—	Common help, . . . . .	June	68	—	week
11	—	Employees, . . . . .	Dec.	453	549	—
12	—	Operatives, . . . . .	June	588	265	—
13	—	Employees, . . . . .	Apr.	83	48	—
14	—	Employees, . . . . .	June	150	125	—
	<b>Transportation.</b>					
	<i>Steam Railroads.</i>					
15	—	Car cleaners, . . . . .	Oct.	199	—	day
16	—	Freight conductors, . . . . .	Nov.	103	—	day
17	—	Yard conductors, . . . . .	Nov.	27	—	day
18	—	Passenger baggagemen, . . . . .	Nov.	20	—	day
19	—	Train baggagemen, . . . . .	Nov.	58	—	day
20	—	Trainmen, . . . . .	Nov.	136	—	day
21	—	Trainmen, . . . . .	Nov.	416	—	day
22	—	Yard brakemen, . . . . .	Nov.	57	—	day
23	—	Yard brakemen, . . . . .	Nov.	94	—	day
24	—	Passenger engineers, . . . . .	Dec.	212	—	day
25	—	Freight engineers, . . . . .	Dec.	208	—	day
26	—	Switch engineers, . . . . .	Dec.	50	—	day
27	—	Passenger and freight en- gineers. . . . .	Jan.	607	—	day
28	—	Passenger engineers, . . . . .	Jan.	20	—	day
29	—	Freight engineers, . . . . .	Jan.	20	—	day
30	—	Passenger engineers, . . . . .	Jan.	125	—	day
31	—	Freight engineers, . . . . .	Jan.	264	—	day
32	—	Freight engineers, . . . . .	Jan.		—	day
33	—	Freight engineers, . . . . .	Jan.		—	day
34	—	Switch engineers, . . . . .	Jan.	279	—	day
35	—	Switch engineers, . . . . .	Jan.	9	—	day
36	—	Road firemen, . . . . .	Jan.	685	—	day
37	—	Passenger firemen, . . . . .	Jan.	110	—	day
38	—	Freight firemen, . . . . .	Jan.	80	—	day
39	—	Freight firemen, . . . . .	Jan.	72	—	day
40	—	Switch firemen, . . . . .	Jan.	280	—	day

<sup>1</sup> See foot-note on page 617.

Wages during the Year ending September 30, 1907 — Continued.

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effected	Remarks	
\$13.75	\$15.00	—	58	—	—	1
6.80 to 7.35	8.00 and 8.50	—	—	Voluntary.	—	2
—	—	+ 5 and 10	58	At request of employees.	—	3
—	—	+10	—	Voluntary.	—	4
—	—	+10	58	Voluntary.	—	5
—	—	+9	—	Voluntary.	—	6
7.50	9.00	—	—	Voluntary.	—	7
7.50	8.25	—	58	Voluntary.	—	8
8.25	9.00	+ 5	58	As result of strike.	—	9
—	—	—	58	Voluntary.	—	10
—	—	+7	58	Voluntary.	—	11
—	—	+10	—	Voluntary.	—	12
—	—	+10	2 58	Voluntary.	—	13
—	—	+10	—	—	—	14
—	Increase of 10 cents.	—	—	—	—	15
—	Increase of 15 cents.	—	* 11	—	Daily hours reduced from 12 to 11.	16
—	Reduction of four cents.	—	* 10	—	Daily hours reduced from 11 to 10.	17
—	Increase of 25 cents.	—	* 11	—	Daily hours reduced from 12 to 11.	18
—	Increase of 10 cents.	—	* 11	—	Daily hours reduced from 12 to 11.	19
—	Increase of 10 cents.	—	* 11	—	Daily hours reduced from 12 to 11.	20
—	Increase of 15 cents.	—	* 11	—	Daily hours reduced from 12 to 11.	21
—	Reduction of 20 cents.	—	* 10	—	Daily hours reduced from 11 to 10.	22
—	Reduction of 18 cents.	—	* 10	—	Daily hours reduced from 11 to 10.	23
3.50	3.85	—	—	—	—	24
4.00	4.40	—	—	—	—	25
3.35	3.50	—	—	—	—	26
—	Increase of 25 cents.	—	—	—	—	27
3.50	3.85	—	—	—	—	28
4.00	4.40	—	—	—	—	29
3.50	3.80	—	* 11	—	—	30
3.84	3.90	—	* 11	—	—	31
3.84	4.25	—	* 11	—	—	32
4.00	4.35	—	* 11	—	—	33
4.10	4.50	—	* 11	—	—	34
—	Increase of 10 cents.	—	—	—	—	35
3.35	3.50	—	—	—	—	36
—	Increase of 20 cents.	—	—	—	—	37
2.00	2.10	—	* 11	—	—	38
2.50	2.75	—	* 11	—	—	39
2.50	2.60	—	* 11	—	—	40
—	Increase of 5 cents.	—	—	—	—	40

<sup>1</sup> Men work 60 hours a week.

Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
	<b>Transportation</b> — Con.					
	<i>Steam Railroads—Con.</i>					
1	—	Shop employees, . . .	Jan.	1,079	—	hour
2	—	Freight clerks, . . .	Mar.	253	—	day
3	—	Passenger conductors, . .	Mar.	299	—	day
4	—	Baggagemen, . . .	Mar.	277	—	day
5	—	Passenger brakemen, . .	Mar.	403	—	day
6	—	Freight conductors, . .	Mar.	209	—	day
7	—	Freight brakemen, . .	Mar.	558	—	day
8	—	Yard conductors, . . .	Mar.	150	—	day
9	—	Yard brakemen, . . .	Mar.	675	—	day
10	—	Fuel handlers, . . .	Apr.	64	—	day
11	—	Blacksmiths, . . .	Apr.	38	—	day
12	—	Blacksmiths, . . .	Apr.	11	—	day
13	—	Blacksmiths' helpers, . .	Apr.	42	—	day
14	—	Car workers, . . .	Apr.	375	—	day
15	—	Section laborers, . . .	May	975	—	day
16	—	Boilermakers and helpers, .	May	65	—	day
17	—	Machinists, . . .	May	115	—	day
18	—	Machinists, . . .	May	27	—	day
19	—	Machinists' helpers, . .	May	65	—	day
20	—	Mechanical dept. em- ployees.	May	1,879	—	hour
21	—	Baggage masters, . . .	May	190	—	day
22	—	Passenger brakemen, . .	May	205	—	day
23	—	Freight brakemen, . . .	May	111	—	day
24	—	Freight brakemen, . . .	May	30	—	day
25	—	Yard brakemen, . . .	May	36	—	day
26	—	Yard brakemen, . . .	May	19	—	day
27	—	Freight conductors, . .	May	76	—	day
28	—	Freight conductors, . .	May	26	—	day
29	—	Yard conductors, . . .	May	35	—	day
30	—	Yard conductors, . . .	May	16	—	day
31	—	Ticket collectors, . . .	May	56	—	day
32	—	Flagmen, . . .	May	62	—	day
33	—	Yardmen, . . .	May	108	—	week
34	—	Towermen, . . .	June	16	—	week
35	—	Towermen, . . .	June	25	—	week
36	—	Towermen, . . .	June	19	—	week
37	—	Towermen, . . .	June	17	—	week
38	—	Agents and operators, . .	June	59	—	week
39	—	Agents and operators, . .	June	21	—	week
40	—	Agents and operators, . .	June	15	—	week
41	—	Laborers, . . .	June	259	—	day
42	—	Laborers, . . .	June	265	—	day
43	—	Telegraphers, . . .	July	349	—	day
44	—	Baggagemen, . . .	July	76	—	day
45	—	Towermen, . . .	July	169	—	day
46	—	Maintenance of way em- ployees.	July	3,500	—	day

1 See foot-note on page 617.

2 Nine helpers were granted increase of nine cents a day.



Wages during the Year ending September 30, 1907 — Continued.

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effectuated	Remarks	
—	Increases of from 1½ cents to 3½ cents.	—	54	—	—	1
—	Increase of 10½ cents.	—	—	—	—	2
\$3.50	\$3.60	—	* 11	—	—	3
2.20	2.30	—	* 11	—	—	4
1.90	2.10	—	* 11	—	—	5
3.25 and 3.50	3.35 and 3.60	—	* 11	—	—	6
2.25 and 2.50	2.35 and 2.60	—	* 11	—	—	7
—	Increase of 20 cents.	—	* 10	—	—	8
—	Increase of 25 cents.	—	* 10	—	—	9
—	Increase of 12 cents.	—	—	—	—	10
—	Increase of 12 cents.	—	—	—	—	11
—	Increase of 18 cents.	—	—	—	—	12
2—	Increase of 10 cents.	—	—	—	—	13
—	Increase of 10 cents.	—	—	—	—	14
1.50	1.60	—	—	Voluntary.	—	15
—	Increase of 18 cents.	—	54	—	—	16
—	Increase of 18 cents.	—	54	—	—	17
—	Increase of 12 cents.	—	—	—	—	18
3—	Increase of 9 cents.	—	—	—	—	19
—	Increase of 2½ cents.	—	54	—	—	20
2.25	2.40	—	—	—	—	21
2.10	2.20	—	—	—	—	22
2.50	2.65	—	—	—	—	23
2.20	2.35	—	—	—	—	24
2.50	2.65	—	—	—	—	25
2.60	2.75	—	—	—	—	26
3.60	3.70	—	—	—	—	27
3.25	3.35	—	—	—	—	28
3.00	3.20	—	—	—	—	29
3.10	3.30	—	—	—	—	30
2.85	3.00	—	—	—	—	31
—	Increase of 15 cents.	—	—	—	—	32
13.90	15.14	—	—	—	—	33
14.35	15.40	—	—	—	—	34
14.70	15.80	—	—	—	—	35
15.40	16.55	—	—	—	—	36
16.80	18.05	—	—	—	—	37
12.25	14.00	—	—	—	—	38
12.95	14.00	—	—	—	—	39
12.60	14.00	—	—	—	—	40
1.50	1.60	—	* 10	As result of strike.	—	41
1.50	1.60	—	—	—	—	42
—	Increase of 14½ cents.	—	—	—	—	43
—	Increase of 10 cents.	—	—	—	—	44
—	Increase of 23½ cents.	—	—	At request of employees.	—	45
—	Increase of 12½ cents.	—	—	—	—	46

<sup>3</sup> Eleven helpers were granted increase of eight cents a day.

Table C—Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
Transportation — Con.						
Steam Railroads — Con.						
1	—	Mechanics, . . . . .	July	52	—	day
2	—	Passenger firemen, . . . .	July	45	—	day
3	—	Freight firemen, . . . .	July	55	—	day
4	—	Clerks, . . . . .	July	72	—	week
5	—	Freight house clerks, . . .	July	204	—	week
6	—	Mechanical dept. em- ployees.	July	97	—	hour
7	—	Conductors, . . . . .	Aug.	28	—	week
8	—	Baggagemen, . . . . .	Aug.	27	—	week
9	—	Brakemen, . . . . .	Aug.	27	—	week
10	—	Engineers, . . . . .	Aug.	30	—	week
11	—	Firemen, . . . . .	Aug.	30	—	week
12	—	Foremen, . . . . .	Aug.	26	—	day
13	—	Foremen, . . . . .	Aug.	17	—	day
14	—	Mechanical dept. em- ployees.	Aug.	97	—	hour
15	—	Mechanical dept. em- ployees.	Aug.	90	—	hour
16	—	Baggage masters, . . . .	Sept.	194	—	day
Street Railways.						
17	—	Conductors and motormen,	Dec.	4,528	—	day
18	—	Brakemen, . . . . .	Dec.	409	—	hour
19	—	Guards, . . . . .	Dec.			hour
20	—	Motormen, . . . . .	Dec.			hour
21	—	Station masters, inspectors, starters, etc.	Dec.	309	—	day
22	—	Motormen and conductors,	Jan.	130	—	hour
23	—	Conductors and motormen,	Jan.	115	—	day
24	—	Conductors and motormen,	Mar.	44	—	day
25	—	Conductors and motormen,	Mar.	464	—	day
26	—	Laborers, . . . . .	Apr.	60	—	day
27	—	Laborers, . . . . .	Apr.	75	—	day
28	—	Conductors and motormen,	Apr.	24	—	hour
Teaming.						
29	Boston, . . . . .	Sand and tip cart drivers,	Apr.	200	—	week
30	Boston, . . . . .	Carriage and wagon washers.	May	100	—	week
31	Boston, . . . . .	Floormen (stablemen), . .	May	210	—	week
32	Boston, . . . . .	Hostlers, . . . . .	May	500	—	week
33	Boston, . . . . .	Piano and furniture movers and helpers.	May	100	—	week
34	Brockton, . . . . .	Teamsters and yardmen, .	Jan.	110	—	day
35	Brockton, . . . . .	Stablemen, . . . . .	May	43	—	week
36	Chelsea, . . . . .	Truck teamsters, . . . .	Apr.	300	—	week
37	Fall River, . . . . .	Coal teamsters and yard- men.	Feb.	31	—	week
38	Fall River, . . . . .	Coal teamsters, . . . .	Feb.	18	—	week
39	Fall River, . . . . .	Coal teamsters, . . . .	Feb.	5	—	week
40	Haverhill, . . . . .	Team drivers, expressmen,	May	20	—	week
41	Lowell, . . . . .	Single coal teamsters, . .	May	35	—	week
42	Lowell, . . . . .	Double team drivers, . .	May	22	—	week
43	Lynn, . . . . .	Express drivers' helpers, .	Dec.	50	—	week
44	Springfield, . . . . .	Yardmen, . . . . .	May	63	—	week
45	Springfield, . . . . .	Single coal team drivers, .	May	67	—	week

<sup>1</sup> See foot-note on page 617.<sup>2</sup> Forty-six men were granted increase of 2½ cents an hour.

Wages during the Year ending September 30, 1907 — Continued.

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effectuated	Remarks
-	Increase of 19 cents.	-	-	-	- 1
\$2.10	\$2.30	-	-	-	- 2
2.25	2.35	-	-	-	- 3
13.80	15.16	-	-	-	- 4
13.30	13.93	-	-	-	- 5
-	Increase of one cent.	-	-	-	- 6
19.50	21.00	-	60	Voluntary.	- 7
13.00	13.80	-	60	Voluntary.	- 8
11.50	12.60	-	60	Voluntary.	- 9
22.00	22.50	-	60	Voluntary.	- 10
13.00	13.50	-	60	Voluntary.	- 11
2.40	2.45	-	-	-	- 12
2.40	2.50	-	-	-	- 13
-	Increase of 2 cents.	-	-	-	- 14
-	Increase of 1½ cents.	-	-	-	- 15
-	Increase of 9 cents.	-	-	-	- 16
2.25 to 2.40	2.30 to 2.50	-	-	-	- 17
0.17½ to 0.19	0.19 to 0.21	-	-	-	- 18
0.21 to 0.22½	0.21½ to 0.23½	-	-	-	- 19
0.23 to 0.26½	0.23½ to 0.27½	-	-	-	- 20
-	Increases of 5 and 10 cents.	-	-	-	- 21
-	<sup>2</sup> Increase of 2 cents.	-	70	-	- 22
2.10	2.20	-	-	-	- 23
2.25	2.50	-	60	Voluntary.	- 24
2.25	2.50	-	60	At request of employees.	- 25
1.75	2.00	-	60	Voluntary.	- 26
1.50	1.75	-	60	Voluntary.	- 27
0.17½	0.20	-	70	Voluntary.	- 28
11.00	12.00	-	66	At request of trade union.	- 29
14.00	15.00	-	63	At request of trade union.	- 30
12.00	14.00	-	63	At request of trade union.	- 31
11.00	14.00	-	63	At request of trade union.	- 32
13.00 to 15.00	15.00 to 16.00	-	66	At request of trade union.	- 33
2.25	2.37½	-	48	As result of strike.	- 34
12.00	14.00	-	-	As result of strike.	- 35
-	<sup>3</sup> Increase of \$1.00.	-	-	-	- 36
8.00	9.00	-	*10	Voluntary.	- 37
10.00	10.50	-	-	Voluntary.	- 38
11.50	12.00	-	-	Voluntary.	- 39
11.00 and 12.00	12.00 and 13.00	-	*10	At request of trade union.	- 40
11.00	12.00	-	-	At request of trade union.	- 41
12.00	13.00	-	-	At request of trade union.	- 42
11.00	12.00	-	59	At request of trade union.	- 43
10.00	11.00	-	60	At request of trade union.	- 44
11.00	12.00	-	60	At request of trade union.	- 45

<sup>3</sup> Wages ranged from \$11 to \$18 a week before change, from \$12 to \$19 after change.

Table C — Detailed Statement of the Principal Changes in Rates of

	GROUPS OF TRADES AND LOCALITIES.	Occupations	Months in which Changes took Effect	NUMBER OF EM- PLOYEES AFFECTED		Rates of Wages— Unit
				Males	Females	
	<b>Transportation</b> — Con.					
	<i>Teaming—Con.</i>					
1	Springfield, . . .	Double coal team drivers, .	May	39	—	week
2	Springfield, . . .	Double coal team drivers, .	June	39	—	week
	<i>Telegraphs.</i>					
3	In General, . . .	Telegraphers, . . .	Feb.	210	180	—
4	In General, . . .	Telegraphers, . . .	Mar.	121	35	—
	<i>Navigation.</i>					
5	Boston, . . .	Steamship clerks, . . .	Jan.	216	—	day
	<b>Woodworking and Furniture.</b>					
6	Boston, . . .	Boxmakers, . . .	Oct.	20	13	week
7	Boston, . . .	Coopers and teamsters, .	Oct.	46	—	—
8	Boston, . . .	Coopers, . . .	June	50	—	week
9	Boston, . . .	Coopers, . . .	June	15	—	week
10	Boston, . . .	Millmen, . . .	May	500	—	hour
11	Cambridge, . . .	Coopers, . . .	July	71	—	—
	<b>Miscellaneous.</b>					
	<i>Barbering.</i>					
12	Milford, . . .	Barbers, . . .	Mar.	25	—	week
13	Pittsfield, . . .	Barbers, . . .	June	47	—	week
14	Waltham, . . .	Barbers, . . .	Apr.	14	—	week
	<i>Chemicals.</i>					
15	Billerica, . . .	Laborers, . . .	Mar.	125	—	hour
	<i>Water, Light, and Power.</i>					
16	Boston, . . .	Linemen, . . .	Jan.	27	—	hour
	<i>Theatres and Music.</i>					
17	Springfield, . . .	Scene shifters, . . .	Sept.	12	—	week

*Wages during the Year ending September 30, 1907 — Concluded.*

Rates of Wages before Change	Rates of Wages after Change	Changes in Piece Rates—Percentages of Increase (+) or Decrease (—)	Hours of Labor <sup>1</sup>	Methods by which Changes were Effected	Remarks	
\$12.00	\$13.00	—	60	At request of trade union.	—	1
13.00	13.50	—	60	At request of trade union.	—	2
—	—	+10	54	Voluntary.	—	3
—	—	+10	54	Voluntary.	—	4
{ day work 2.25 night work 2.50 }	{ 2.50 2.75 }	—	—	By arbitration.	—	5
11.00	12.00	—	—	At request of employees.	—	6
—	—	+10	54	At request of trade union.	—	7
21.00	24.00	—	48	At request of trade union, also as result of strike.	—	8
24.00	27.00	—	48	At request of trade union.	—	9
no scale	0.32, 0.38, and 0.42.	—	48	As result of strike of 112 men.	—	10
—	—	+10	—	At request of trade union, also at request of employees.	—	11
12.00	13.00	—	—	At request of trade union.	—	12
12.00	14.00	—	69	At request of trade union.	—	13
12.00	14.00	—	63½	At request of trade union.	Weekly hours of labor reduced from 75 to 63½.	14
0.15	0.16	—	*10	As result of strike,	On June first Saturday half-holiday was granted with return to old schedule of wages.	15
0.30%	0.34% <sub>10</sub>	—	48	Voluntary.	Weekly hours of labor reduced from 54 to 48.	16
12.00	13.50	—	—	At request of trade union.	—	17

<sup>1</sup> See foot-note on page 617.



Table D — Detailed Statement of the Principal Changes in Hours of

	INDUSTRIES AND LOCALITIES.	Occupations	Months in which Change took Effect	NUMBER OF EMPLOYEES AFFECTED	
				Males	Females
<b>Building and Stone Working.</b>					
<i>Building Trades.</i>					
1	Athol, . . . . .	Carpenters . . . . .	May	75	—
2	Boston, . . . . .	Bridge builders . . . . .	March	20	—
3	Boston, . . . . .	Bridge builders . . . . .	April	40	—
4	Boston, . . . . .	Cement masons and laborers	May	250	—
5	Boston, . . . . .	Plumbers . . . . .	June	300	—
6	Clinton, . . . . .	Painters . . . . .	April	48	—
7	Fall River, . . . . .	Tinsmiths . . . . .	May	25	—
8	Gardner, . . . . .	Carpenters . . . . .	May	105	—
9	Gardner, . . . . .	Painters . . . . .	May	21	—
10	Milford, . . . . .	Painters and paperhangers	April	45	—
11	Quincy, . . . . .	Structural iron workers	—	40	—
12	Southbridge, . . . . .	Tinsmiths, plumbers, and steamfitters	June	16	—
13	Webster, . . . . .	Painters and paperhangers	May	35	—
<b>Clothing.</b>					
<i>Boots and Shoes.</i>					
14	Lynn, . . . . .	Grain counter workers	May	500	100
15	Newburyport, . . . . .	Cutters . . . . .	November	66	—
16	Newburyport, . . . . .	Cutters . . . . .	December	35	5
<i>Hats, Caps, and Furs.</i>					
17	Boston, . . . . .	Cap makers . . . . .	July	38	14
<b>Food, Liquors, and Tobacco.</b>					
<i>Food.</i>					
18	Boston, . . . . .	Bakers . . . . .	May	150	—
19	Gloucester, . . . . .	Employees on wharves and in fish lofts	July	2,600	400
<i>Liquors.</i>					
20	Chicopee, . . . . .	Brewery employees	April	24	—
21	Holyoke, . . . . .	Brewery employees	April	16	—
22	Springfield, . . . . .	Brewery employees	April	105	—
<b>Leather and Rubber Goods.</b>					
<i>Rubber Goods.</i>					
23	Hudson, . . . . .	Rubber workers . . . . .	November	320	—
24	Hudson, . . . . .	Rubber workers . . . . .	November	—	230
25	Malden, . . . . .	Rubber workers . . . . .	November	1,095	105
<b>Metals, Machinery, and Shipbuilding.</b>					
<i>Iron and Steel Manufacture.</i>					
26	Gardner, . . . . .	Machinists . . . . .	October	33	—
27	Lowell, . . . . .	Machinists . . . . .	May	250	—
28	Lynn, . . . . .	Electrical apparatus makers	October	10,000	—
29	Northbridge, . . . . .	Machinists . . . . .	March	2,015	33
30	Southbridge, . . . . .	Cutlery makers . . . . .	April	43	5
<i>Miscellaneous Metal Trades.</i>					
31	Boston, . . . . .	Brass workers, polishers, platers, burnishers, and chandelier workers	June	96	—

<sup>1</sup> Request for reduction of hours granted to 91 employees without strike.

*Labor during the Year ending September 30, 1907.*

WEEKLY HOURS OF LABOR		Methods by which Changes were Effectuated	Remarks	
Before Change	After Change			
54	48	At request of trade union .	Wages increased from 27¼ to 34½ cents an hour	1
54	48	At request of trade union .	—	2
54	48	At request of trade union .	—	3
54	48	At request of trade union and as result of strike <sup>1</sup>	Wages increased from three to seven cents an hour	4
48	44	At request of trade union and by arbitration	Wages increased five cents an hour	5
54	48	Voluntary . . . .	—	6
54	48	At request of employees .	—	7
54	48	At request of trade union .	No reduction in wages	8
54	48	As result of strike . . .	No reduction in wages	9
54	48	At request of trade union .	Wages increased from 27½ to 31¼ cents an hour	10
54	48	At request of trade union .	Wages increased 50 cents a day	11
54	48	Voluntary . . . .	Wages increased	12
54	48	At request of trade union .	Wages increased	13
59	55	At request of trade union .	No reduction in wages	14
59	54	At request of employees .	No reduction in wages	15
60	54	As result of strike . . .	—	16
58½	<sup>2</sup> 55½	At request of trade union .	Wages increased	17
60	54	At request of trade union .	—	18
60	54	At request of employees .	—	19
54	48	At request of trade union .	—	20
54	48	At request of trade union .	—	21
54	48	At request of trade union .	—	22
59½	54	Voluntary . . . .	—	23
58	54	Voluntary . . . .	—	24
60	54	Voluntary . . . .	207 of these employees received in- crease in March	25
60	54	Voluntary . . . .	No reduction in wages	26
50	58	As result of strike . . .	Before change in hours of labor a premium was paid every four weeks for work produced above certain amount; after change no premium paid	27
56	55	Voluntary . . . .	—	28
60	57	Voluntary . . . .	Wages increased	29
58	55	Voluntary . . . .	—	30
54	48	Voluntary . . . .	Wages unchanged	31

<sup>2</sup> Fifty-two and one-half hours a week during June, July, and August.

Table D—Detailed Statement of Principal Changes in Hours of

	INDUSTRIES AND LOCALITIES.	Occupations	Months in which Change took Effect	NUMBER OF EMPLOYEES AFFECTED	
				Males	Females
	<b>Metals, Machinery, and Shipbuilding—Con.</b>				
	<i>Miscellaneous Metal Trades—Con.</i>				
1	Southbridge, . . .	Makers of optical goods .	May	1,575	—
2	Southbridge, . . .	Makers of optical goods .	May	—	525
	<i>Shipbuilding.</i>				
3	Boston, . . .	Ship, machinery, and derrick riggers	March	75	—
	<i>Stationary Enginemen.</i>				
4	Peabody, . . .	Stationary firemen .	February	13	—
	<b>Paper and Paper Goods.</b>				
	<i>Paper.</i>				
5	Fitchburg, . . .	Paper-mill employees .	December	33	—
6	Fitchburg, . . .	Paper-mill employees .	December	153	—
7	Hardwick, . . .	Paper-mill employees .	January	42	—
8	Holyoke, . . .	Paper-mill employees .	June	51	—
9	Leominster, . . .	Paper-mill employees .	November	56	—
	<b>Printing and Allied Trades.</b>				
	<i>Bookbinding.</i>				
10	Boston, . . .	Bookbinders . . .	—	136	156
11	Cambridge, . . .	Bookbinders . . .	—	49	60
	<b>Public Employment.</b>				
12	Boston, . . .	Ferry department employees	July	107	—
13	In General, . . .	Water and sewerage department employees	November	25	—
14	In General, . . .	Park department employees	—	817	—
	<b>Textiles.</b>				
	<i>Cotton Goods.</i>				
15	Fall River, . . .	Operatives . . .	September	73	—
	<i>Woolen and Worsted Goods.</i>				
16	Andover, . . .	Operatives . . .	December	10	80
17	Middleborough, . . .	Operatives . . .	July	49	—
	<b>Transportation.</b>				
	<i>Teaming.</i>				
18	Boston, . . .	Lumber teamsters . . .	November	750	—
19	Boston, . . .	Lumber teamsters . . .	March	750	—
20	Boston, . . .	Lumber teamsters . . .	May	750	—
21	Spencer, . . .	Teamsters . . .	October	25	—
	<b>Woodworking and Furniture.</b>				
22	Boston, . . .	Organ builders . . .	May	20	—
23	Lowell, . . .	Carriage workers . . .	January	16	—
24	Weston, . . .	Organ builders . . .	June	26	—
	<b>Miscellaneous.</b>				
	<i>Barbering.</i>				
25	Boston, . . .	Barbers . . .	April	1,850	—
26	Waltham, . . .	Barbers . . .	April	14	—
	<i>Chemicals.</i>				
27	Lowell, . . .	Laboratory employees .	October	60	45
	<i>Water, Light, and Power.</i>				
28	Boston, . . .	Linemen, etc. . .	January	35	—

*Labor during the Year ending September 30, 1907 — Concluded.*

WEEKLY HOURS OF LABOR		Methods by which Changes were Effected	Remarks	
Before Change	After Change			
59	55	Voluntary . . . .	—	1
58	55	Voluntary . . . .	—	2
54	48	At request of employees .	No reduction in wages	3
72	48	At request of employees .	Wages increased \$2 a week	4
60	48	Voluntary . . . .	No reduction in wages	5
72	48	Voluntary . . . .	Wages unchanged except in two classes	6
66	48	Voluntary . . . .	Weekly wages of three beater en- gineers increased \$1.20; no changes in wages of other em- ployees	7
62½	48	By arbitration . . . .	—	8
60	48	Voluntary . . . .	No reduction in wages	9
54	48	At request of trade union .	—	10
54	48	At request of employees; also at request of trade union	—	11
56	48	At request of employees .	—	12
54	48	In accordance with provisions of Acts of 1907, c. 269	—	13
54	48	In accordance with provisions of Acts of 1907, c. 269	—	14
60	58	Voluntary . . . .	—	15
58	55	Voluntary . . . .	No reduction in wages	16
60	58	At request of employees .	—	17
55	50	At request of trade union .	No reduction in wages	18
50	55	At request of trade union .	Wages unchanged	19
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APPENDIX.

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WORKING RULES AND AGREEMENTS.

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*Working Rules and Other Agreements Agreed to or Amended during the Year ending September 30, 1907.*

INDUSTRIES AND OCCUPATIONS.	PARTIES TO AGREEMENTS		Dates and Duration	Localities
	Employers	Employees		
<b>Building and Stone Working.</b>				
<i>Building Trades.</i>				
Carpenters, . . . .	Master Carpenters Assn. of Boston.	Carpenters District Council of Boston and vicinity.	May 1, 1907, for one year, .	Boston and vicinity.
Carpenters, . . . .	—	North Shore District Council of Carpenters.	May 1, 1907, for one year, .	Beverly, Danvers, Gloucester, Hamilton, Lynn, Manchester, Marblehead, Salem, and Saugus.
Carpenters, . . . .	—	Carpenters District Council of Springfield and vicinity.	1907; indefinite, . . . .	Springfield and vicinity.
Carpenters, . . . .	—	Carpenters No. 1305.	1907, for one year, . . . .	Fall River.
Carpenters, . . . .	—	Carpenters No. 762.	May 1, 1907, for one year, .	Quincy.
Carpenters, . . . .	—	Carpenters No. 989.	May 1, 1907, for one year, .	Newbury, Newburyport, and Salisbury.
Carpenters, . . . .	Master Builders Assn. of Northampton.	Carpenters No. 351.	May 1, 1907, for two years, .	Northampton.
Carpenters, . . . .	—	Carpenters No. 866.	May 1, 1907, for one year, .	Norwood.
Carpenters, . . . .	—	Carpenters No. 424.	May 1, 1907, for one year, .	Ilfracombe and Weymouth.
Electrical workers, . . . .	—	Electrical Workers No. 103.	1907, . . . .	Boston.
Housesmiths and bridge-men.	—	Housesmiths and Bridgemen No. 7.	May 1, 1907, for one year, .	Boston.
Lathers, . . . .	—	Lathers No. 123.	May 1, 1907, . . . .	Brockton.
Painters, etc., . . . .	—	Painters, Decorators, and Paper-hangers No. 296.	April 1, 1907, for one year, .	Avon, Brockton, North Easton, and Whitman.
Painters, etc., . . . .	—	Painters, Decorators, and Paper-hangers No. 614.	1907, for one year, . . . .	Westborough.
Painters, etc., . . . .	—	Painters, Decorators, and Paper-hangers No. 290.	April 1, 1907, for one year, .	Westfield.
Paperhangers, . . . .	—	Paperhangers No. 483.	April 1, 1907, for one year, .	Worcester.
Plasterers, . . . .	—	Operative Plasterers No. 10.	Feb. 1, 1907, for one year, .	Boston.
Plumbers, . . . .	—	Operative Plasterers No. 275.	June 12, 1907, for one year, .	Somerville.
Plumbers, . . . .	Master Plumbers Assn. of Boston and vicinity.	Plumbers No. 12.	May 1, 1907, . . . .	Boston and vicinity.
Plumbers, . . . .	Master Plumbers Assn. of Brockton.	Plumbers No. 276.	May 1, 1907, to May 1, 1910.	Brockton.

Plumbers, . . . . .	-	Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 486.	Aug. 1, 1907, for one year, .	Haverhill.
Plumbers, . . . . .	-	Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 283.	1907, for one year, . . .	Lawrence.
Plumbers, . . . . .	-	Plumbers No. 77, . . . . .	May 1, 1907, for one year, .	Lynn and vicinity.
Roofers, . . . . .	-	Roofers No. 28, . . . . .	May 1, 1907, for one year, .	Brockton.
Sheet metal workers, . . . . .	-	Sheet Metal Workers No. 248, . . . . .	June 1, 1907, for one year, .	Brockton.
Sheet metal workers, . . . . .	-	Sheet Metal Workers No. 217, . . . . .	Sept. 3, 1907, to Sept. 1, 1908, . . . . .	Lynn and vicinity.
Sign writers, . . . . .	-	Sign Writers No. 391, . . . . .	April 1, 1907, for one year, .	Boston.
Steam and gas fitters, . . . . .	-	Steam and Gas Fitters No. 316, . . . . .	May 1, 1907, for one year, .	Brockton.
Tile layers, . . . . .	-	Tile Layers No. 36, . . . . .	Oct., 1906, for one year, .	Boston.
<i>Stone Working.</i>				
Granite cutters, . . . . .	-	Granite Cutters Union, . . . . .	May 1, 1907, . . . . .	Taunton.
Granite cutters, . . . . .	-	Granite Cutters: Graniteville Branch, . . . . .	April 1, 1907, for one year, .	Westford.
Tool sharpeners, . . . . .	-	Tool Sharpeners No. 11, . . . . .	April 1, 1907, for five years, .	Milford.
<i>Building and Street Labor.</i>				
Hod carriers and building laborers, . . . . .	-	Hod Carriers and Building Laborers Union, . . . . .	1907, . . . . .	Ashland, Framingham, and Holliston.
Hod carriers and building laborers, . . . . .	-	International Hod Carriers and Building Laborers Union, . . . . .	May 1, 1907, for one year, .	Haverhill.
<b>Clothing.</b>				
<i>Boots and Shoes.</i>				
Boot and shoe workers, . . . . .	-	Boot and Shoe Workers No. 105, . . . . .	May 15, 1907, . . . . .	Whitman.
Boot and shoe workers, . . . . .	-	Boot and Shoe Workers No. 31 (Mixed)—for slivers, etc. . . . .	April, 1907, . . . . .	Whitman.
Boot and shoe workers, . . . . .	-	Boot and Shoe Workers No. 31 (Mixed), . . . . .	June 17, 1907, . . . . .	Whitman.
Boot and shoe workers, . . . . .	-	Shoe Workers Protective Union: Central Council of Mass. . . . .	1907, for one year, . . . . .	Haverhill, Lynn, Marblehead, and Wakefield.
Cutters, . . . . .	-	Cutters No. 35, . . . . .	May 6, 1907, for two years, .	Brockton.
Cutters, . . . . .	-	Cutters No. 163, . . . . .	May 10, 1907, for one year, .	North Adams.
Grain counter workers, . . . . .	-	Grain Counter Workers No. 124, . . . . .	May 2, 1907, for three years, .	Lynn.
Lasters, . . . . .	-	Lasters No. 192, . . . . .	May 20, 1907, for two years, .	Brockton.
Lasting machine operators, . . . . .	-	Lasting Machine Operators No. 1, . . . . .	1907, for one year, . . . . .	Lynn.

## Working Rules and Other Agreements Agreed to or Amended during the Year ending September 30, 1907 — Continued.

INDUSTRIES AND OCCUPATIONS.	PARTIES TO AGREEMENTS		Dates and Duration	Localities
	Employers	Employees		
<b>Clothing — Con.</b>				
<i>Garments.</i>				
Cloak and suit cutters, . . . . .	—	Cloak and Suit Cutters No. 26, . . . . .	1907, for one year, . . . . .	Boston.
Pants makers, . . . . .	—	Pants Makers No. 173, . . . . .	1907, for one year, . . . . .	Boston.
Tailors, . . . . .	—	Tailors No. 353, . . . . .	1907, for one year, . . . . .	Adams, North Adams, and Williamstown.
Tailors, . . . . .	—	Tailors No. 295, . . . . .	1907, for one year, . . . . .	Pittsfield.
<i>Hats, Caps, and Furs.</i>				
Cap makers, . . . . .	—	Cloth Hat and Cap Makers No. 7, . . . . .	April 20, 1907, for one year, . . . . .	Boston.
<i>Shirts, Collars, and Laundry.</i>				
Laundry workers, . . . . .	—	Laundry Workers No. 144, . . . . .	May 1, 1907, for one year, . . . . .	Haverhill.
Laundry workers, . . . . .	—	Laundry Workers No. 62, . . . . .	1907, for one year, . . . . .	Lynn.
Laundry workers, . . . . .	—	Laundry Workers No. 80, . . . . .	1906, for one year, . . . . .	Medway.
<b>Food, Liquors, and Tobacco.</b>				
<i>Food.</i>				
Bakers, . . . . .	—	Bakers No. 96, . . . . .	April 1, 1907, for one year, . . . . .	Holyoke and vicinity.
Bakers, . . . . .	—	Bakers No. 95, . . . . .	May 1, 1907, for one year, . . . . .	Dartmouth, New Bedford, and Wareham.
Bakers, . . . . .	—	Bakers No. 54, . . . . .	June 1, 1907, for one year, . . . . .	Taunton and vicinity.
<i>Liquors.</i>				
Bottlers and drivers, . . . . .	—	Bottlers and Drivers No. 122, . . . . .	March 1, 1907, to March 1, 1909, . . . . .	Boston.
Brewery workmen, . . . . .	—	Brewery Workmen Nos. 123 and 99, . . . . .	April 1, 1907, for three years, . . . . .	Holyoke and Springfield.
Brewery workmen, . . . . .	—	Brewery Workmen No. 318, . . . . .	May 1, 1907, for three years, . . . . .	Lowell.
Brewery workmen, . . . . .	—	Brewery Workmen No. 136, . . . . .	May 1, 1907, for one year, . . . . .	Worcester.
<i>Tobacco.</i>				
Tobacco strippers, . . . . .	—	Cigar Factory Tobacco Strippers No. 8156, . . . . .	June 1, 1907, for one year (was abandoned during Summer of 1907 as unsatisfactory), . . . . .	Boston.
Cigar makers, . . . . .	—	Cigar Makers No. 51, . . . . .	Oct. 15, 1906, . . . . .	Holyoke.

**Metals, Machinery, and Shipbuilding.***Iron and Steel Manufacture.*

Boilermakers, . . .  
 Boilermakers, . . .  
 Horseshoers, . . .  
 Horseshoers, . . .  
 Iron molders, . . .  
 Founders National Defence Assn.  
 Machinists, . . .  
 Pattern makers, . . .

*Miscellaneous Metal Trades.*

Metal polishers, etc., . . .

*Shipbuilding.*

Riggers, . . .  
*Stationary Enginemen.*  
 Coal hoisting engineers, . . .  
 Hoisting and portable engineers.  
 Hoisting and portable engineers.

**Printing and Allied Trades.***Printing and Publishing.*

Press feeders and helpers, . . .  
 Printing pressmen, . . .  
 Printing pressmen, . . .  
 Printing pressmen, . . .  
 Compositors, . . .  
 Compositors, . . .  
 Compositors, . . .  
 American Newspaper Publishers Assn.

Boiler Makers No. 431.	Boiler Makers Helpers No. 210.	Horseshoers No. 42.	Horseshoers No. 31.	Iron Molders Union of North America.	Machinists No. 435.	Pattern Makers Assn.,	Metal Polishers, Buffers, Platers, Brass Molders, Brass Core Makers, Brass and Silver Workers of North America, Local No. 96.	Ship, Machinery, and Derrick Riggers No. 10315.	Coal Hoisting Engineers No. 74.	Hoisting and Portable Engineers No. 295.	Hoisting and Portable Engineers No. 221.	Franklin Assn. No. 18.	Printing Pressmen No. 67.	Printing Pressmen No. 109.	International Printing Pressmen and Assistants Union of N. A.	Typographical No. 61.	Typographical No. 276.	International Typographical Union.
May 1, 1907; indefinite.	May 1, 1907, for one year.	June, 1907, for one year.	1907, for one year.	June, 1907, . . .	1907, for one year.	1907, . . .	April 1, 1907, for one year.	March 1, 1907, . . .	Jan. 1, 1907, for one year.	1907; indefinite.	May 1, 1907, . . .	June 1, 1907, for three years.	June 1, 1907, for three years.	1907, for four years.	Jan. 8, 1907, to May 1, 1912.	1907, for three years.	May 1, 1907, for three years.	May 1, 1907, for five years.
Boston.	Boston.	Lowell.	Worcester.	General (conference agreement and amendments).	Pittsfield.	Pittsfield.	Boston.	Boston.	Boston.	Haverhill, Lawrence, and Lowell.	Worcester.	Boston.	Boston.	Lowell.	General.	Arlington, Cambridge, and Somerville.	New Bedford.	General.



*Working Rules and Other Agreements Agreed to or Amended during the Year Ending September 30, 1907 — Continued.*

INDUSTRIES AND OCCUPATIONS.	PARTIES TO AGREEMENTS		Dates and Duration	Localities
	Employers	Employees		
<b>Restaurant and Retail Trade.</b>				
<i>Hotels and Restaurants.</i>				
Bartenders, . . . . .	Lynn Liquor Dealers Assn.,	Bartenders No. 86,	May 1, 1907; indefinite,	Lynn.
Bartenders, . . . . .	—	Bartenders No. 95,	May 1, 1907, to May 1, 1908.	Leicester, Shrewsbury, Spencer, Webster, Westborough, and Worcester.
Cooks and waiters, . . .	—	Cooks and Waiters No. 748,	1907; indefinite,	Worcester.
<i>Retail Trade.</i>				
Grocery and provision clerks,	—	Grocery and Provision Clerks No. 131.	Oct. 1, 1906, for one year,	Lynn.
Newsboys,	—	Newsboys Protective No. 9077,	April 1, 1907, for one year,	Boston and vicinity.
Retail clerks, . . . . .	—	Retail Clerks No. 655,	Jan. 1, 1907, for one year,	Athol.
Retail clerks, . . . . .	—	Retail Clerks No. 175,	1907, for one year,	Lynn.
<b>Textiles.</b>				
<i>Cotton Goods.</i>				
Loomfixers,	—	Loomfixers No. 381,	1906, for one year,	Chicopee.
Mule spinners, . . . . .	—	Mule Spinners No. 12,	May 27, 1907; indefinite,	Taunton.
Weavers,	—	Weavers Protective Assn. No. 24,	1907; indefinite,	Fall River.
Cotton-mill operatives,	Cotton Manufacturers Assn.,	Textile Council,	May 26, 1907, to continue until three months notice of desire to change is given by either party.	Fall River.
<i>Woolen and Worsted Goods.</i>				
Carpet weavers, . . . . .	—	Carpet Weavers Assn.,	1907, for one year,	Worcester.
Wool sorters, . . . . .	—	Wool Sorters No. 563,	Jan., 1907; indefinite,	Chelmsford, and Lowell.
<b>Transportation.</b>				
<i>Railroads.</i>				
Car workers,	Boston & Maine R.R.,	Car Department Employees,	May 1, 1907, for one year,	General.
Car upholsterers, . . . .	New York, New Haven & Hartford R.R. Co.	Car Upholsterers No. 118,	1907, for one year,	Boston and Readville.
Car workers, . . . . .	New York, New Haven & Hartford R.R. Co.	Car Workers No. 184,	May 1, 1907; indefinite,	Readville.

Boilermakers, . . .	Boston & Maine R.R., .	Boilermakers No. 250, . . .	May 1, 1907, to Nov. 1, 1908.	General.
Locomotive firemen and enginemen.	Boston & Maine R.R., .	Locomotive Firemen and Enginemen.	Feb. 1, 1907, for one year, .	General.
Maintenance of way employees.	Boston & Maine R.R., .	Maintenance of Way Employees No. 62.	1907, for one year, .	Worcester and other stations on B. & M. R.R.
Maintenance of way employees.	Boston & Maine R.R., .	International Brotherhood of Maintenance of Way Employees.	July 1, 1907; indefinite, .	General.
Railroad building mechanics.	- - -	Railroad Building Mechanics No. 1.	1907, for one year, .	Boston.
Railroad freight and baggage men.	- - -	Railroad Freight and Baggage men No. 103.	1907, for one year, .	Worcester.
Railroad stationmen, .	- - -	Railroad Stationmen's Union.	1907; indefinite, .	Boston.
Conductors and trainmen, .	Boston & Maine R.R., .	Brotherhood of Railroad Trainmen and Order of Railroad Conductors.	In effect Mar. 1, 1907; indefinite.	General.
Conductors and trainmen, .	New York, New Haven & Hartford R.R. Co.	Brotherhood of Railroad Trainmen and Order of Railroad Conductors.	May 25, 1907; indefinite, .	General.
Railway clerks, . . .	- - -	Railway Clerks No. 2.	1907, .	Lowell.
Street railway employees, .	Boston & Northern St. Ry. Co., and Old Colony St. Ry. Co.	Street and Electric Railway Employees Nos. 174, 235, 238, 240, 243, 246, 249, 253, 261, 270, 280, and 373.	Oct. 1, 1906, for four years, .	Brockton, Chelsea, Dedham, Fall River, Gloucester, Lawrence, Lowell, Lynn, Quincy, Salem, Taunton, and Wakefield.
Interlocking switch and signalmen.	- - -	Interlocking Switch and Signal Men No. 11786.	1907; indefinite, .	Boston.
<i>Teaming.</i>				
Coal teamsters, . . .	- - -	Coal Teamsters and Helpers No. 198.	June 8, 1907, for one year, .	Holyoke.
Coal teamsters, . . .	- - -	Coal Teamsters and Helpers No. 68.	April 1, 1907, for one year, .	Boston and vicinity.
Stablemen, . . .	- - -	Stablemen No. 407.	April 1, 1907, for one year, .	Boston and vicinity.
Piano and furniture movers, .	- - -	Teamsters No. 343.	May 2, 1907, for three years, .	Boston and vicinity.
Teamsters, . . .	- - -	Teamsters No. 242.	April 2, 1907, for one year, .	Chelsea.
Teamsters, . . .	- - -	Team Drivers No. 42.	Jan. 1, 1907, for one year, .	Lynn.
<i>Freight Handling.</i>				
Freight handlers, . . .	- - -	Freight Handlers No. 628.	1907; indefinite, .	Boston.
Freight handlers, . . .	- - -	Interior Freight Handlers and Warehousemen No. 87.	1907; indefinite, .	Lowell.
<i>Telegraphs.</i>				
Railroad telegraphers, .	Boston & Maine R.R., .	Railroad Telegraphers No. 41.	Dec. 15, 1906, for one year, .	Boston and vicinity (within 30 miles).
Railroad telegraphers, .	New York, New Haven & Hartford R.R. Co.	Railroad Telegraphers No. 89.	March 28, 1907, for one year.	Boston and other stations on N. Y., N. H. & H. R. R.

## Working Rules and Other Agreements Agreed to or Amended during the Year Ending September 30, 1907 — Concluded.

INDUSTRIES AND OCCUPATIONS.	PARTIES TO AGREEMENTS		Dates and Duration	Localities
	Employers	Employees		
<b>Wooden Manufactures.</b>				
Planing Mill Products.				
Boxmakers, . . . . .	-	Boxmakers No. 201, . . . . .	Oct. 1, 1906, for one year, .	Boston.
Wood Turning and Carving.				
Church organ workers, .	-	Church Organ Workers No. 21, .	1907, for one year, . . .	Boston.
<b>Miscellaneous.</b>				
Theatres and Music.				
Musicians, . . . . .	-	Musicians No. 302, . . . . .	June 1, 1907; indefinite, .	Groveland, Haverhill, and Newburyport.
Musicians, . . . . .	-	Musicians No. 171, . . . . .	Sept. 8, 1907, . . . . .	Springfield.
Theatrical stage employees, .	-	Theatrical Stage Employees No. 111, .	August 1, 1907, to June 1, 1908, . . . . .	Lawrence.
Theatrical stage employees, .	-	Theatrical Stage Employees No. 131, .	1907, for two years, . . . . .	New Bedford.
Theatrical stage employees, .	-	-	September 1, 1907; indefinite. . . . .	Springfield.
Barbering.				
Barbers, . . . . .	-	Barbers No. 182, . . . . .	- . . . .	Boston.
Glass and Glassware.				
Flint glass workers, . . .	-	Flint Glass Workers No. 120, . . .	1907, for one year, . . .	Somerville.

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